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Alta 2 BOARD OF INDUSTRIAL RELATIONS

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BULLETIN

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ON THE BOARD'S ACTIVITIES

JANUARY 1st, 1963 to MARCH 31st, 1963

ISSUED BY

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K. A. PUGH
Deputy Minister

HON. R. REIERSON
Minister

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DEPARTMENT OF LABOUR

HONOURABLE R. RELERSON

Minister

K. A. PUGH

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

MEMBERS

K. A. PUGH - Chairman

WINNIFRED ROSS HARRY BOYSE

R. B. d'ESTERRE W. N. GRAY

H. C. FRENCH
Secretary

W. MADAY

Chief Inspector

TABLE OF CONTENTS

	SECTION
Statistical Informational Bulletin, 1963	A
Application for Certification from January 1st, 1963 to March 31st, 1963 . .ISSUED	B
Application for Certification from January 1st, 1963 to March 31st, 1963 . .REFUSED.	C
Application for Certification from January 1st, 1963 to March 31st, 1963 . .RETURNED	D
Application for Certification from January 1st, 1963 to March 31st, 1963 . .WITHDRAWN.	E
Application for Amendments to Certification (Section 65A) from January 1st, 1963 to March 31st, 1963 . .GRANTED.	F
Application for Revocation from January 1st, 1963 to March 31st, 1963 . .ISSUED	G
Application for Revocation from January 1st, 1963 to March 31st, 1963 . .REFUSED.	H
Synopsis of Successful Conciliations January 1st, 1963 to March 31st, 1963	I
Conciliations, from January 1st, 1963 to March 31st, 1963	J
Conciliations (Shown as Pending) as of December 31st, 1962	K
Conciliation Board Awards January 1st, 1963 to March 31st, 1963	L
Conciliation Board Awards Accepted (No Vote) from January 1st, 1963 to March 31st, 1963	M
Votes on Conciliation Board Awards January 1st, 1963 to March 31st, 1963	N
Votes on Revocation of Certification January 1st, 1963 to March 31st, 1963	O
Conciliation Board Settlements (No Award) from January 1st, 1963 to March 31st, 1963	P
Votes on Selection of Bargaining Agent from January 1st, 1963 to March 31st, 1963	Q
Transfer of Jurisdiction January 1st, 1963 to March 31st, 1963	R

STATISTICAL INFORMATION

BULLETIN

1963

A

STATISTICAL INFORMATION

BULLETIN

This Bulletin is a synopsis of the activities of the Board of Industrial Relations in the administration of the Alberta Labour Act during the period of January 1st, 1963 to March 31st, 1963.

Parts I to IV of The Act inclusive deal with Hours of Work, Minimum Wage, Labour Welfare, Vacation Pay and Industrial Standards Schedules.

Part V sets forth procedure for the purposes of Collective Bargaining.

This Bulletin deals with those phases of the Board's Work in giving assistance to workers and employers effecting just and friendly settlements of all disputes.

PARTS I to IV INCLUSIVE 1963

Number of Board Meetings (including Public Hearings)		18
Number of Inspections		8,375
Number of Business Places Inspected		2,660
Number of Employees Affected		15,229

SETTLEMENTS MADE:

Overtime Arrears	$ 12,462.57	
Vacation Pay Orders	16,176.76	
Under Payment of Minimum Wage	1,456.00	
Non-Payment of Wages Due	14,561.26	
TOTAL		$ 44,656.59

Number of Employees Affected by above settlements:

Male	912	
Female	253	
TOTAL		1,165

Number of Complaints Received 4,386

Number of Employees for whom Weekly Increases Obtained to at least the Minimum Wage:

Male	19	
Female	39	
TOTAL		58

Amount of Weekly Increases Obtained for above Employees:

Male	$ 57.81	
Female	98.62	
TOTAL		$ 156.43

Value of Vacation Pay Stamps Sold	$ 633,853.65
Number of Vacation Pay Stamp Books Sold	15,283

INDUSTRIAL STANDARDS

Number of Schedules	15
Number of Inspections	70
Number of Interviews	161
Number of Complaints	7
Number of Special Inspections or Investigations	11

PROSECUTIONS

Charges carried over from previous period	41
Number of Charges Laid	32
Convictions	26
Withdrawn	6
Dismissed	Nil
Pending	41
Appeals	Nil
Amount of fines assessed	1,000.00
Amount of costs assessed	140.70
Failure to comply with Court Orders Vacation Pay and Fines	429.49

AMOUNTS IMPLICATED:

Minimum	677.96
Arrears of Wages	2,639.56
Vacation Pay	1,385.16

CERTIFICATIONS

Section 61 of The Alberta Labour Act provides that on receipt of an application for certification as bargaining agent the Board shall satisfy itself that the Trade Union claiming the right to bargain for the employees, is a proper agent and has been properly elected by a majority of the employees in the unit.

The Board must also satisfy itself that the unit or classifications of employees is appropriate for collective bargaining.

The Board shall make such enquiries as is expedient to determine the merits of the applications.

During the period from January 1st, 1963, to March 31st, 1963, the Board processed 56 applications plus those shown as pending previously, the disposition being as follows:

Granted	37
Refused	8
Returned	4
Withdrawn	1
Pending	16

REVOCATION OF CERTIFICATIONS

Section 66 of The Alberta Labour Act, provides that on receipt of an application for the Revocation of the certification of the bargaining agent, the Board shall determine the merits of the application and shall satisfy itself whether the majority of the employees in the unit desire the union to continue to act as bargaining agent or the Trade Union has ceased to be a proper bargaining agent.

During the period January 1st, 1963, to March 31st, 1963, the Board processed 6 applications for the revocation of the certification of a bargaining agent plus those shown as pending previously, the disposition being as follows:

Certifications revoked	3
Applications refused	2
Applications pending	2

CONCILIATIONS

Section 82 of The Alberta Labour Act provides that wherever a dispute exists and the parties themselves are unable to adjust it, either party may make application to the Minister for the appointment of a Conciliation Commissioner. From January 1st, 1963, to March 31st, 1963, the disputes referred and those referred to Conciliation Commissioners in the previous period progressed as follows:

Settled in Conciliation	20
Referred to Conciliation Board	14
Lapsed	1
Appointment Cancelled	11
Pending	14
TOTAL	60

CONCILIATION BOARDS

The Alberta Labour Act provides that where a Conciliation Commissioner is unable to bring about any settlement or adjustment of a dispute, the dispute may be referred to a Conciliation Board. If in the opinion of the Minister a further endeavour should be made to bring about agreement between the parties in dispute, the Minister may appoint a Conciliation Board consisting of three members.

During the period from January 1st, 1963 to March 31st, 1963, there were 11 Conciliation Boards established to whom 18 disputes were referred. Several disputes may be referred to one Conciliation Board where more than one employer in an industry is involved in a dispute with the same Union, conversly a Conciliation Board may deal with a dispute involving several unions and one Employer. The awards brought down by Boards during the period January to March are as follows:

Unanimous Awards	12
Majority Awards	4
Dissent by Employers Members	0
Dissent by Employees Members	4

VOTES

Re:	Conciliation Board Awards	17
	Acceptance by both parties	3
	Acceptance by Employers only	2
	Acceptance by Employee units only	5
	Rejection by both parties	7
	Rejections of Unanimous Awards by Either or both parties.	
	By Employer	11
	By Employee	7
Re:	Appointment of a Bargaining Agent	4
Re:	Revocation of Certification	2
Re:	Strike Action	0
	- In favour	
	- Against	
Re:	Section 104 of Alberta Labour Act	0

STRIKES

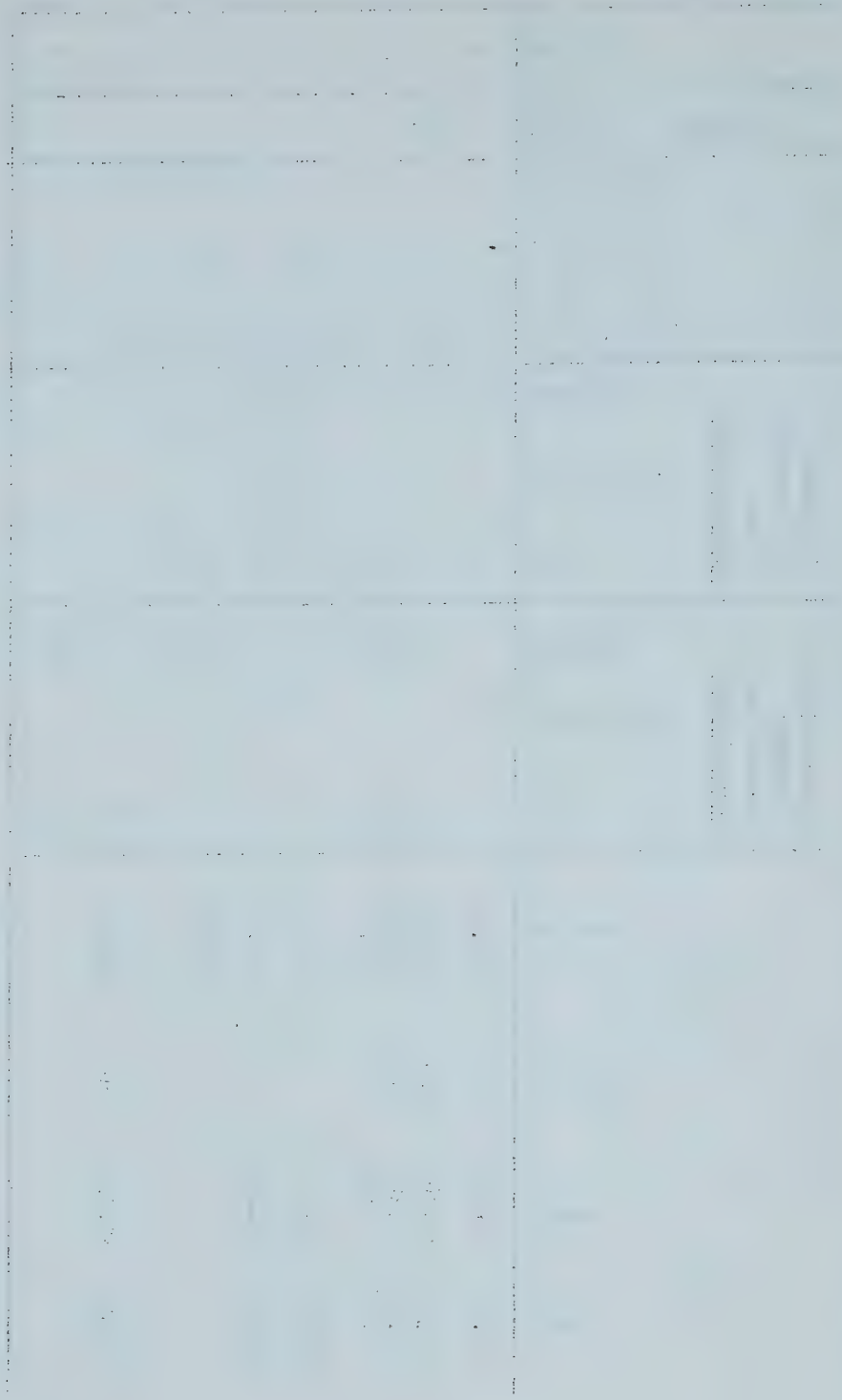
After provisions of The Alberta Labour Act complied with 0

SUMMARY OF COURT CASES-BOARD OF INDUSTRIAL RELATIONS

Charges laid for Infractions of
The Alberta Labour Act and Orders

JANUARY 1st, 1963 to MARCH 31st, 1963.

		FINES	COSTS	I/D DAYS	ARREARS	Informations Brought Forward and Disposition			New Cases this period and Disposition			CONVICTIONS	WITHDRAWALS	COMMITTALS	WARRANTS EXECUTED	BALANCE
						No.	Completed	Balance	No.	Completed	Balance					
Sec. 11 (1)	Failure to Maintain Time Records	75.00	14.60	60	13.60	2	2		4	3	1	4	1			1
Sec. 11 (4)	Failure to Produce Records on Board Order	275.00	21.80	150	1897.84	3	2	1	7	5	2	7			1	3
Sec. 29	Orders #1 and #2	10.00	2.50	10	134.82	2		2	1	1		1				2
Sec. 41	Failure to pay wages	65.00	17.80		728.62	15	4	11	6	2	4	4	2			15
Sec. 43	Vacations with Pay Order No. 5	160.00	15.60		306.38	6	3	3	8	4	4	6	1			7
Sec. 43	Vacations with Pay Order No. 6	365.00	33.10		649.29	5	2	3	4	1	3	3				6
Sec. 43 (8)	Failure to Pay Order or Fines and Costs				429.49	4	2	2	2		2		2			4
Sec. 43	Vacations with Pay Order No. 32					1		1								1
Sec. 52	Automotive Schedule	50.00	35.30	30	543.14	1	1					1				
Sec. 72 (7)	Part V of The Alberta Labour Act					2		2								2
	TOTALS	1000.00	140.70	250	4703.18	41	16	25	32	16	16	26	6		1	41



BOARD OF INDUSTRIAL RELATIONS

LABOUR WELFARE REPORT

QUARTERLY REPORT ENDING MARCH, 1963

	HOUSEKEEPING	TOILETS & WASHROOMS	DINING FACILITIES	CHAIRS
Instructions outstanding as of December 31st, 1962	15	68	18	-
Instructions issued January 1st, 1963 to March 31st, 1963	9	10	1	1
TOTAL	24	78	19	1
Completed instructions January 1st, 1963 to March 31st, 1963	8	9	3	1
Instructions outstanding as of March 31st, 1963	16	69	16	-

Number of Female Involved in New Instructions issued	68
Number of Males	167
TOTAL	235

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATION

I S S U E D

B

THE ALBERTA LABOUR ACT

CERTIFICATIONS

JANUARY 1st, 1963 to MARCH 31st, 1963.

I S S U E D

1. International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton, Alberta and Montreal Engineering - Mannix, Calgary, Alberta.

UNIT: "All Insulation Mechanics and Insulation Improvers, Foreman and Sub-Foreman when engaged in the handling, preparation and application of Heat and Frost Insulation."

Number of employees in unit: 2

CERTIFICATION NO. 1 - 63

2. Battle River Coal Co. Employees Association, Halkirk, Alberta and Battle River Coal Company Limited, Halkirk, Alberta.

UNIT: "All of the employees of the Battle River Coal Co., otherh than Managers, Foreman, other Supervisory Personnel and Office Staff."

Number of employees in unit: 37

CERTIFICATION NO. 2 - 63

3. International Union of Operating Engineers, Local 955, Edmonton, Alberta and I. H. Davis Supplies Limited, Edmonton, Alberta.

UNIT: "Operating Engineers when employed as operators of Backhoes, Cranes and similar equipment."

Number of employees in unit: 2

CERTIFICATION NO. 3 - 63

4. Hotel and Restaurant Employees Union, Local 282, Calgary, Alberta and The Royal Canadian Legion Calgary (Alberta No. 1) Branch, Calgary, Alberta.

UNIT: "Cooks and Waitresses, full time and casual. Employed in the kitchen and dining room."

Number of employees in unit: 6

CERTIFICATION NO. 4 - 63

5. Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton, Alberta and Highway Motor Hotels Ltd., Edmonton, Alberta.

UNIT: "Covering all Employees in the Beverage Rooms: excluding those with the right to hire and fire."

Number of employees in unit: 10

CERTIFICATION NO. 5 - 63

6. Retail Clerks Union, Local 401, Edmonton, Alberta and Macleod's Limited, Red Deer, Alberta.

UNIT: "All employees employed in the stores owned and/or operated by the employer within the corporate boundaries of the City of Red Deer, Alberta except store manager, Confidential Secretary and those employed exclusively in the Office."

Number of employees in unit: 12

CERTIFICATION NO. 6 - 63

7. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 146, Edmonton, Alberta and Gilchrist Engineering (Alberta) Ltd., Edmonton, Alberta.

UNIT: "All hourly paid employees who are employed in or about the fabrication shop (excluding office staff, fieldmen, and supervisory personnel with the full authority to hire and fire"

Number of employees in unit: 8

CERTIFICATION NO. 7 - 63

8. International Association of Bridge, Structural and Ornamental Ironworkers, Local No. 720, Edmonton, Alberta and Gilchrist Engineering (Alberta) Ltd., Edmonton, Alberta.

UNIT: "Ironworkers, welders and apprentices when employed at installation, erection and welding or ornamental and structural iron in the field."

Number of employees in unit: 5

CERTIFICATION NO. 8 - 63

9. International Association of Machinists, Lodge 1722, Edmonton, Alberta and International Harvester Company of Canada Limited, Edmonton, Alberta.

UNIT: "Mechanics, Body and Fender Men, Apprentices and Janitors employed at 11910 - 111th Avenue, Edmonton, Alberta."

Number of employees in unit: 83

CERTIFICATION NO. 9 - 63

10. International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton, Alberta and Babcock Wilcox and Goldie McCullock Ltd., Gault, Ontario.

UNIT: "All Insulation Mechanics and Insulation Improvers, Foreman and Sub-Foreman when engaged in the handling, preparation and application of heat and frost insulation."

Number of employees in unit: 2

CERTIFICATION NO. 10 - 63

11. Hod Carriers, Building and Common Labourers Union, Local No. 92, Edmonton, Alberta and Flynn Plastering Ltd., Edmonton, Alberta.

UNIT: "All Laborers when employed as Hod Carriers, Plasterers' helpers, Mixermen and Yardmen."

Number of employees in unit: 9

CERTIFICATION NO. 11 - 63

12. International Stereotypers' and Electrotypers' Union, Local 109, Calgary, Alberta and The Lethbridge Herald, Lethbridge, Alberta.

UNIT: "All employees of the stereotype department."

Number of employees in unit: 5

CERTIFICATION NO. 12 - 63

13. Lethbridge and Medicine Hat Printing Pressmen and Assistants Union No. 686, Lethbridge, Alberta and Lethbridge Herald Co. Ltd., Lethbridge, Alberta.

UNIT: "Pressmen and Apprentices in the newspaper pressroom and job pressroom."

Number of employees in unit: 8

CERTIFICATION NO. 13 - 63

14. Beverage Dispensers' International Union, Local No. 265, Calgary, Alberta and Hotel Royal, Calgary, Alberta.

UNIT: "All Tapmen, Waiters, Glass Washers and Sparemen employed in the Mens' and Ladies and Escorts' Beverage Rooms of the Hotel Royal, Calgary."

Number of employees in unit: 21

CERTIFICATION NO. 14 - 63

15. St. Albert Civic Employees' Association, St. Albert, Alberta and Town of St. Albert, St. Albert, Alberta.

UNIT: "All hourly employees of the Town of St. Albert, Alberta."

Number of employees in unit: 33

CERTIFICATION NO. 15 - 63

16. Ytong Plant Employees Association, Calgary, Alberta and Loders Lime (Alberta) Limited - Ytong Division, Calgary, Alberta.

UNIT: "All employees of the employer, excepting office staff, superintendents and those with authority to hire and fire in the Calgary Plant."

Number of employees in unit: 9

CERTIFICATION NO. 16 - 63

17. Amalgamated Meat Cutters and Butcher Workmen of North America, Local No. 373, Calgary, Alberta and Alberta Processing Company (A Division of Gordon Young (B.C.) Ltd.), Calgary, Alberta.

UNIT: "All employees employed by the employer in the plant and/or plants owned and/or operated by the employer including truck drivers in the City of Calgary and its adjacent suburbs."

Number of employees in unit: 6

CERTIFICATION NO. 17 - 63

18. Bakery and Confectionery Workers International Union of America, Local No. 252, Calgary, Alberta and Canada Safeway Limited, Calgary, Alberta.

UNIT: "All employees employed in the Bakery operation of the store located at 3559 Charleswood Drive, Calgary, Alberta, except the Manager and Employees when assigned duties of handling, displaying and selling bakery products which occupy the majority of their basic work week."

Number of employees in unit: 6

CERTIFICATION NO. 18 - 63

19. United Packinghouse, Food and Allied Workers, Local 511, Lethbridge, Alberta and Alberta Western Beef Co. Ltd., Medicine Hat, Alberta.

UNIT: "All employees excluding Foremen with the right to hire and fire and those above the rank of such Foremen, office employees and sales personnel."

Number of employees in unit: 50

CERTIFICATION NO. 19 - 63

20. Office Employees International Union, Local No. 379, Calgary, Alberta and International Brotherhood of Electrical Workers, Local No. 348, Calgary, Alberta.

UNIT: "All Office and Clerical staff excluding Business Agents and Business Manager."

Number of employees in unit: 2

CERTIFICATION NO. 20 - 63

21. Office Employees International Union, Local No. 379, Calgary, Alberta and National Union of Public Employees Calgary District Council, Calgary, Alberta.

UNIT: "All Office and Clerical staff excluding Business Agents and Business Manager."

Number of employees in unit: 2

CERTIFICATION NO. 21 - 63

22. Office Employees International Union, Local No. 379, Calgary, Alberta and United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Local No. 496, Calgary, Alberta.

UNIT: "All Office and Clerical staff excluding Business Agents and Business Manager."

Number of employees in unit: 2

CERTIFICATION NO. 22 - 63

23. Retail Clerks Union, Local 401, Edmonton, Alberta and Westwood's Food Store Ltd., Red Deer, Alberta.

UNIT: "All employees employed in the store owned/or operated by Westwood's Food Store Ltd., in the greater Red Deer area, except those in the Meat Departments and Store Managers."

Number of employees in unit: 3

CERTIFICATION NO. 23 - 63

24. Brotherhood of Painters, Decorators and Paperhangers of America, Local 583, Calgary, Alberta and Moe Beveridge Decorating Co. Ltd., Calgary, Alberta.

UNIT: "All Painters, Decorators and Paperhangers including Foremen and Apprentices, but excluding Management and Office Staff."

Number of employees in unit: 8

CERTIFICATION NO. 24 - 63

25. Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton, Alberta and P. & M. Investments Ltd., Edmonton, Alberta.

UNIT: "All employees in the Beverage Rooms of the St. Regis Hotel, Edmonton, Alberta, excluding the Managers."

Number of employees in unit: 9

CERTIFICATION NO. 25 - 63

26. Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton, Alberta and Beverly Crest Motor Hotels Ltd., Edmonton, Alberta.

UNIT: "Covering all employees in the Beverage Rooms and the Cock-tail Lounge, Excluding Managers."

Number of employees in unit: 10

CERTIFICATION NO. 26 - 63

27. Employees Collective Bargaining Organization, British American Oil Company Limited, Calgary Refinery, Calgary, Alberta and British American Oil Company Limited, Calgary Refinery, Calgary, Alberta.

UNIT: "All hourly paid employees in the East Calgary Refinery, excluding summer students, steam engineers and employees of steam plant, Calgary Refinery, under the supervision or authority of chief steam engineer."

Number of employees in unit: 67

CERTIFICATION NO. 27 - 63

28. Edmonton Truck Body Employees Association, Edmonton, Alberta and Edmonton Truck Body Ltd., Edmonton, Alberta.

UNIT: "All employees except those employed in a confidential capacity and office workers, employed at or near the City of Edmonton."

Number of employees in unit: 16

CERTIFICATION NO. 28 - 63

29. Bakery and Confectionery Workers' Union of America, Local 276, Edmonton, Alberta and Red Deer Co-op Ltd., Red Deer, Alberta.

UNIT: "Bakery Department all employees, doughmen, ovenmen, bench hands, helpers, decorators, apprentices, male and female icers."

Number of employees in unit: 6

CERTIFICATION NO. 29 - 63

30. Hod Carriers, Building and Common Laborers Union, Local No. 92, Edmonton, Alberta and Burns & Dutton Construction (1962) Ltd., Edmonton, Alberta.

UNIT: "Laborers when employed as dumpmen, tampermen, chippermen, mixermen, vibratormen, grinder operators, jackhammermen, breakermen, pump tenders, tubularscaffolders - General laborers, powerbuggy operators, pipe layers (non metallic). Laborers tending all crafts including mixing, handling and conveying of all materials used by the crafts."

Number of employees in unit: 67

CERTIFICATION NO. 30 - 63

31. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1569, Medicine Hat, Alberta and Walden Construction Ltd., Calgary, Alberta.

UNIT: "Carpenters, carpenter foremen and carpenter apprentices."

Number of employees in unit: 3

CERTIFICATION NO. 31 - 63

32. International Union of Operating Engineers, Local 955, Edmonton, Alberta and Mannix Co. Ltd., Calgary, Alberta.

UNIT: "Operating engineers when employed as operators of shovel, dragline, gradall and similar equipment, patrol, crawler tractor with and without attachments, tournapull and similar equipment,

front-end and overhead loader, compressor, rubber tired tractor, crusher, paver, distributor, roller, concrete mixer; also mechanics, mechanics helpers and apprentices, welders, chargehands, greaser (service truck), servicemen, asphalt plant mixermen, crusher loadermen, steam engineers, firemen, oilers, pumpmen, screedmen; also self-propelled compactor operators, gravel and chip spreader operators, Seaman's mixer operators; also operators of off highway vehicles (end dumps, etc.) also employees in the Calgary Shop who are employed as senior charge hands, chargehands, journeymen Tradesmen (mechanics, welders, machinists, electricians, painters, carpenters, with and without Government Proficiency Certificates), Tradesmen's Helpers, Apprentices, Operators of Material Handling Equipment, Steam Cleaner Operators. All employees of Mannix Co. Ltd. who work on pipeline construction are excluded."

Number of employees in unit: 131

CERTIFICATION NO. 32 - 63

33. International Union of Operating Engineers, Local 955, Edmonton, Alberta and Mannix Co. Ltd., Calgary, Alberta.

UNIT: "Operating engineers when employed on pipeline construction work as operators of trench machines, sideboom tractors, backfiller, bending machine, boring machine, cleaning and doping machines, crawler tractors with and without attachments, tow tractors with and without attachments, backhoes, clams cranes and similar equipment, motor patrol, compressor pump; also mechanics and mechanics helpers and apprentices, dope pot firemen, oilers on trench machines and shovel type equipment, greaser and servicemen; also low-boy operators, who load and unload equipment."

Number of employees in unit: 77

CERTIFICATION NO. 33 - 63

34. British American Oil Edmonton Refinery Employees Collective Bargaining Organization, Edmonton, Alberta and The British American Oil Company Limited, Edmonton, Alberta.

UNIT: "All the hourly paid employees of British American Oil Company Limited, Manufacturing Department, employed at the Edmonton Refinery, Highway 16A, excluding Office Staff, Professional Employees employed in a technical capacity, Guards, Foremen and those above the rank of

Foremen and Students temporarily employed for the summer vacation period."

Number of employees in unit: 96

CERTIFICATION NO. 34 - 63

35. Construction and General Labourers' Union, Local No. 1111, Calgary, Alberta and Bird Construction Co. Limited, Calgary, Alberta.

UNIT: "Labourers."

Number of employees in unit: 16

CERTIFICATION NO. 35 - 63

36. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta and N Y Construction Ltd., Calgary, Alberta.

UNIT: "All employees who are directly connected with all phases of placing, cutting, bending, fabricating, and tieing of reinforcing iron, excluding labourers and carpenters."

Number of employees in unit: 2

CERTIFICATION NO. 36 - 63

37. Hod Carriers, Building and Common Laborers' Union, Local No. 92, Edmonton, Alberta and Sullivan & Stewart Plastering Contractors Co. Ltd., Edmonton, Alberta.

UNIT: "All Laborers when employed at hourly rates as Hod Carriers, Plasterers' Helpers, Mixerman and Yardman."

Number of employees in unit: 32

CERTIFICATION NO. 37 - 63

THE ALBERTA LABOUR ACT

APPLICATIONS FOR

CERTIFICATION

R E F U S E D

C

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

JANUARY 1st, 1963 to MARCH 31st, 1963.

R E F U S E D

	UNION	COMPANY	REASON
1.	National Union of Public Employees, Local 862, Edmonton, Alberta.	University of Alberta, Edmonton, Alberta.	Board had no authority.
	UNIT: "All male and female caretakers, maids, Lab. Assistant Caretakers, Foreman Caretakers, Chief Caretakers."		
2.	International Stereotypers' and Electrotypers' Union, Local 109, Calgary, Alberta.	The Medicine Hat News (A Division of the Southam Co. Ltd.), Medicine Hat, Alberta.	Unit not separate and distinct.
	UNIT: "All employees of the stereotype department."		
3.	Lethbridge and Medicine Hat Printing Pressmen and Assistants Union, Local 686, Lethbridge, Alberta.	The Medicine Hat News (A Division of the Southam Co. Ltd.), Medicine Hat, Alberta.	Unit not separate and distinct.
	UNIT: "All employees in pressroom."		
4.	Amalgamated Lithographers of America, Local 67, Edmonton, Alberta.	Metropolitan Printing Company Limited, Edmonton, Alberta.	Unit inappropriate
	UNIT: "All employees engaged in lithographic production."		
5.	Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton, Alberta.	Caravan Motor Hotel (Edmonton) Ltd., Edmonton, Alberta.	Majority voted against
	UNIT: "Covering all Employees in the Cocktail Lounge, excluding those with the right to hire and fire."		
6.	Oilfield Equipment Workers Association, Calgary, Alberta.	Le Grand Limited, Calgary, Alberta.	Union is not a properly organized trade union.
	UNIT: "All hourly paid employees working at the factory site Le Grand Limited, 111 - 58th Avenue S.W., Calgary, Alberta, excluding office personnel, salesmen, and those with authority to hire and fire."		

7.	International Molders and Allied Workers Union, Local 360, Calgary, Alberta.	Barrett Manganese Steel Corporation Ltd., Fort Macleod, Alberta.	Not a majority selection

UNIT: "Plant Employees Excluding Office Staff and Supervisor not working at the tool who have the right to hire and fire."

8.	The Macleod Steel Workers Association, Fort Macleod, Alberta.	Barrett Manganese Steel Corporation Ltd., Fort Macleod, Alberta.	Not a proper trade union

UNIT: "All employees working at the factory site Barrett Manganese Steel Corporation Ltd., Fort Macleod, Alberta, excluding office personnel, salesmen, and those with authority to hire and fire."

THE ALBERTA LABOUR ACT

APPLICATIONS FOR

CERTIFICATION

R E T U R N E D

D

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

JANUARY 1st, 1963 to MARCH 31st, 1963.

R E T U R N E D

	UNION	COMPANY	REASON
1.	Lethbridge and Medicine Hat Printing Pressmen and Assistants Union No. 686, Lethbridge, Alberta.	Lethbridge Herald Co. Ltd., Lethbridge, Alberta.	Returned Not properly signed
	UNIT:	"Pressmen and Apprentices in the newspaper pressroom and job pressroom."	
2.	International Stereotypers' and Electrotypers' Union, Local 109, Calgary, Alberta.	The Calgary Herald, Calgary, Alberta.	Collective agreement is a bar.
	UNIT:	as referred to in International constitution.	
3.	International Stereotypers' and Electrotypers' Union, Local 109, Calgary, Alberta.	The Albertan, Calgary, Alberta.	Collective agreement is a bar
	UNIT:	"All employees of the stereotype department."	
4.	Sheet Metal Workers International Association, Local 254, Calgary, Alberta.	Industrial Sheet Metal Products Ltd., Calgary, Alberta.	Unit not appropriate.
	UNIT:	"Craft Unit, combination of both."	

THE ALBERTA LABOUR ACT

APPLICATIONS FOR

CERTIFICATION

W I T H D R A W N

E

THE ALBERTA LABOUR ACT

APPLICATION FOR CERTIFICATION

JANUARY 1st, 1963 to MARCH 31st, 1963.

W I T H D R A W N

	UNION	COMPANY
1.	Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union Local 579, Edmonton, Alberta.	St. Regis Edmonton Ltd., Edmonton, Alberta.

UNIT: "All Employees who are employed in the Beverage Rooms excluding the Managers."

THE ALBERTA LABOUR ACT

(Section 65A)

APPLICATION FOR AMENDMENTS

TO CERTIFICATIONS

G R A N T E D

F

THE ALBERTA LABOUR ACT

APPLICATION FOR AMENDMENTS TO CERTIFICATION

JANUARY 1st, 1963 to MARCH 31st, 1963.

G R A N T E D

1. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta and Union Milk Company Limited, Red Deer, Alberta.

FROM:	Red Deer Creamery, Red Deer, Alberta.
TO:	Union Milk Company Limited, Red Deer, Alberta.
UNIT:	"All Employees of the Creamery, excluding those Employees in Supervisory positions with the right to hire, discharge and change the status of Employees, office staff and Employees in the Engineering Department."

2. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta and Central Alberta Dairy Pool (City Dairy), Lethbridge, Alberta.

FROM:	City Dairy (Subsidiary of Central Alberta Dairy Pool), Lethbridge, Alberta.
TO:	Central Alberta Dairy Pool (City Dairy), Lethbridge, Alberta.
UNIT:	"All employees with the exception of those who have the right to hire, fire or change the status of employees and office staff."

3. Civic Foremen's Association Local No. 709, National Union of Public Employees, Calgary, Alberta and The City of Calgary, Calgary, Alberta.

FROM:	"All outside Foremen or Supervisors in charge of works or plants excepting Clerical, Technical, Electrical Trades, Transit Foremen or Supervisors, Superintendent (Sewage Disposal Plant), Foreman IV (Incinerator), Foreman IV Paving Plant), Foreman IV (Street Cleaning), Foremen IV (Waterworks), Foreman IV (Sewers), and Supervisors (Engineering District Maintenance)".
TO:	"All outside Foremen or Supervisors in charge of works or plants excepting Clerical and Technical and Electrical Trades and Transit Foremen or Supervisors".

4. International Brotherhood of Electrical Workers, Local No. 254, Calgary, Alberta and The Corporation of the City of Calgary, Calgary, Alberta.

FROM:	"The Supervisors of the City of Calgary Electric Light, Heat and Power System and of the Signals and Circuits of Audible Calls excluding Electrical Supervisor (Fire Alarm) (Fire), General Foreman (PL) (Service Trouble) (Electric System), General Foreman (PL) (Overhead) (Electric System), General Foreman (PL) (Underground) (Electric System), General Foreman (PL) (Traffic-Transit-Street Lighting-Electric System), General Foreman (PE) (Substations-Electric System), and General Foreman (PE) (Electrical Equipment Repairman-Electric System)".
Certificate No. 63 - 55	Amend original unit to exclude the following classification: "Safety and Training Supervisor (Electric System)"
TO:	"The Supervisors of the City of Calgary Electric Light, Heat and Power System and of the Signals and Circuits of Audible
Certificate No. 108 - 55	Calls (which includes Supervisors of the Overhead, Meter, Signals, Substation, Trouble and Underground Divisions)".

5. National Union of Public Employees, Local 792, Innisfail, Alberta and County of Red Deer No. 23, Red Deer, Alberta.

FROM:	Municipal District of Red Deer No. 55, Red Deer, Alberta.
TO:	County of Red Deer No. 23, Red Deer, Alberta.
FROM:	"All machine operators and truck drivers working for the Municipality."
TO:	"All machine operators and truck drivers working for the County."

6. Building Service Employees International Union Local No. 323, Edmonton, Alberta and Misericordia Hospital, Edmonton, Alberta.

FROM:	"All employees except Sisters, Dept. Heads, Chief Accountant, Supervisors, Foremen, Dieticians, Personnel Manager, Personal Secretaries, Purchasing Agent, Credit Manager, Matrons, Chief Librarian, Laboratory Technicians, and Assistants, All Students, Laboratory Bio Chemists, Social Service Secretary, Pharmacists and Assistants, Operating Engineers, Registered and Practical and Graduate Nurses, Certified Nurses Aides, X-Ray and Laboratory Technicians, Laboratory Secretary and Laboratory Typist, Medical Stenographer and Payroll Clerks."

TO: "All employees except Sisters, Dept. Heads, Chief Accountant, Supervisors, Foremen, Dieticians, Personnel Manager, Personal Secretaries, Purchasing Agent, Credit Manager, Matrons, Chief Librarian, Laboratory Technicians and Assistants, All Students, Laboratory Bio Chemists, Social Service Secretary, Pharmacists and Assistants, Operating Engineers, Registered and Practical and Graduate Nurses, Certified Nurses Aides, Nursing Orderlies, X-Ray and Laboratory Technicians, Laboratory Secretary and Laboratory Typist, Medical Stenographer and Payroll Clerks."

7. International Brotherhood of Electrical Workers, Local No. 254, Calgary, Alberta and The Corporation of the City of Calgary, Calgary, Alberta.

FROM: "All Employees of the City of Calgary in the Civic Garage Department excluding Trades Foreman I and those above such rank, Driver Trainer, Administrative Office Manager, Sub-Foreman (P.E.) and Journeyman (P.E.)."

TO: "Garage Employees of the City Garage, 2nd Avenue and 2nd Street West, Calgary excluding Trades Foreman I and those above such rank, Foreman II (Auto Service), Administrative Office Manager and Driver Trainer."

8. Hod Carriers, Building and Common Labourers Union, Local No. 92, Edmonton, Alberta and Ness Construction Ltd., Edmonton, Alberta.

FROM: "Ness Bricklaying Ltd."

TO: "Ness Construction Ltd., Edmonton, Alberta.

UNIT: "Labourers when employed as mixermen, brick-saw operators, Hod Carriers, general labourers. Labourers tending all crafts including mixing, handling and conveying of all materials used by crafts."

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

C E R T I F I C A T I O N R E V O K E D

I S S U E D

G

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

JANUARY 1st, 1963 to MARCH 31st, 1963.

C E R T I F I C A T I O N R E V O K E D

1. Retail Clerks International Association, Local 397, Calgary, Alberta and National System of Baking Limited, Calgary, Alberta.

   UNIT: "All sales personnel (whether male or female, full or part-time) employed in the retail sales operation, operated by the National System of Baking Limited, in the City of Calgary and its adjacent suburbs, excluding the Managers, office staff or anyone in a confidential capaity."

2. Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local 987, Calgary, Alberta and Standard Rebuilt Products, Calgary, Alberta.

   UNIT: "All Shop and Warehouse Employees, excluding office staff and those in a supervisory capacity who have the right to hire, discharge or change the status of Employees."

3. Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local 987, Calgary, Alberta and Plunkett and Savage Branch, Dominion Fruit Limited, Calgary, Alberta.

   UNIT: "All Warehouse and Truck Driver Employees, excluding office staff and those in a supervisory capacity with the right to hire, discharge or change the status of Employees."

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

R E F U S E D

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THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

JANUARY 1st, 1963 to MARCH 31st, 1963.

R E F U S E D

		REASON
1.	International Chemical Workers Union Local 594, Calgary, Alberta and Canada Metal Company Limited, Calgary, Alberta. UNIT: "All employees, excepting office staff and foremen."	Collective agreement is a bar.
2.	Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local 987, Calgary, Alberta and Plunkett and Savage Branch, Dominion Fruit Limited, Calgary, Alberta. UNIT: "All Warehouse and Truck Driver Employees, excluding office staff and those in a supervisory capacity with the right to hire, discharge or change the status of Employees."	Untimely

SYNOPSIS OF SUCCESSFUL

CONCILIATIONS

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SYNOPSIS OF SUCCESSFUL CONCILIATIONS

JANUARY 1st, 1963 to MARCH 31st, 1963.

1. International Brotherhood of Electrical Workers Local Union 254, and the Consolidated Mining and Smelting Company of Canada Limited, Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

1. Premiums on Sickness and Accident Benefit Plan to be shared equally by Company and employees.

2. Effective November 1st, 1962, all rates to be increased by 6½¢ per hour. Effective November 1st, 1963, all rates to be further increased by 5¢ per hour.

3. Employees with 10 to 15 years service upon request, will be permitted to take their full 3 weeks vacation in one unbroken period in circumstances where it is convenient to the Company.

4. Weekly indemnity under Sickness and Accident Benefit Plan to be increased from $60.00 maximum to $75.00 maximum.

The term of agreement to be for 2 years.

2. International Chemical Workers Union Local 465, and the Consolidated Mining and Smelting Company of Canada Limited, Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

1. Premiums on Sickness and Accident Benefit Plan to be shared equally by Company and employees.

2. Effective November 1st, 1962, all rates to be increased by 6½¢ per hour. Effective November 1st, 1963, all rates to be further increased by 5¢ per hour.

3. Employees with 10 to 15 years service upon request, will be permitted to take their full 3 weeks vacation in one unbroken period in circumstances where it is convenient to the Company.

4. Weekly indemnity under Sickness and Accident Benefit Plan to be increased from $60.00 maximum to $75.00 maximum.

The term of agreement to be for 2 years.

3. International Union United Automobile, Aircraft, Agricultural Implement Workers of America, Local 1227 and International Harvester Company of Canada Ltd., Calgary, Alberta.

Conciliation Commissioner - J. R. Hutton

The parties agreed to the following settlement:

1. Wages:

   Increases ranging from 6¢ to 17¢ per hour spread over a period of 3 years.

The term of the contract to be for 3 years.

4. International Printing Pressmen and Assistants' Union of North America and its Subordinate Local No. 574 of the Edmonton Printing Specialties and Paper Products Union, and Continental Can Company of Canada Limited, Edmonton, Alberta.

Conciliation Commissioner - J. B. Adams

The parties agreed to the following settlement:

1. Retroactive to October 21st, 1962 an increase of 5¢ per hour.

The term of the agreement to be for 1 year.

5. National Union of Public Employees, Local No. 809, and Brooks School District No. 2092, Brooks, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

1. Hours of Work and Overtime

   A normal work day of 8 hours and a work week of 44 hours inclusive of inspection time Saturdays, Sundays and Holidays. Overtime at time and one half to be paid in excess of the daily hours or in excess of the 2 hours inspection time on Saturdays, Sundays and Holidays.

2. Eight paid Statutory Holidays.

3. Sick Leave

   After 6 months the maintenance of pay for 20 days in our calender year. The unused portion to accumulate to a maximum of 30 days in addition to the annual entitlement.

4. Workmen's Compensation

   The maintenance of full pay, subject to the employee turning over to the Secretary-Treasurer his compensation cheque and also subject to the limitations of the article.

5. Wage rates to be from $230.00 to $260.00 per month.

The term of the contract to be for 2 years.

6. National Union of Public Employees Local No. 366, Lethbridge and the Medicine Hat Public Library Board, Medicine Hat, Alberta.

Conciliation Commissioner - C. A. Frey

The parties agreed to the following for the basis of a first agreement:

1. Permanent employees are defined as an employee who has completed 6 months full time continuous service.

2. Overtime worked will be paid for at the rate of 1½ times the normal rate. Overtime will be any hours in excess of 7½ hours.

3. All employees shall receive 6 working days sick leave a year with pay. Such sick leave shall be accumulative to a maximum of 100 days commencing January 1st, 1952.

4. The Board agrees to assume 50% of the cost of M.S.I.

5. The Library Board will supplement the Award made by the Compensation Board for loss of wages to equal 100%.

6. All general holidays proclaimed by the City of Medicine Hat, Province of Alberta and the Dominion of Canada. If a statutory holiday falls on an employee's day off, he or she shall be entitled to an extra day off.

7. A general wage increase in the amount of 7% for all employees.

8. Annual Increments
After 15 years of service $120.00 per annum and after 20 years $120.00 per annum. A monthly bonus of $10.00 to be given an employee who temporarily takes over the duties of a department, branch or service.

9. The Board agrees to the monthly check off of dues under the Rand Formula.

The term of the agreement to be for 3 years.

7. Alberta Teachers' Association and Leduc School Division No. 49, Leduc, Alberta.

Conciliation Commissioner - C. B. Dagg

The parties agreed to the following settlement:

1. Salary Grid

3000	3500	4000	4900	5200	5500
2x200	6x200	4x250	7x300	7x300	7x300
7x150	4x150	6x200	3x250	3x250	3x250
1x100					
4550	5300	6200	7750	8050	8350

2. Administration

Principals $125.00 per teacher of first 8 teachers,
$ 50.00 per teacher for balance of teachers
maximum $1,800.00
Vice-Principals - one half of the principal's allowance.

The term of the agreement to be for 1 year.

8. Calgary Typographical Union No. 449, and Alberta Publishing Co. Ltd., Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

1. Wage Scale

Retroactive to November 1st, 1962 are increases of 8¢ per hour. On and from November 1st, 1963, a further increase of 7¢ per hour.

2. Management - to contribute the equivalent of an amount equal to 20 shifts for training towards journeyman.

3. Increased weekly indemnity benefits.

4. Double pay for complete shift worked or Statutory Holidays.

The term of agreement to be for 2 years.

9. National Union of Public Employees Local Union No. 853, and Calgary Downtown Parking Corporation, Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following agreement for a first agreement.

1. Wages

Ranging from $1.25 to $1.65 per hour.

2. Nine paid Statutory Holidays.

3. 3 weeks vacation after 5 years service.

4. Overtime to be paid at time and one half for the first four hours and double time thereafter.

5. Hours of Work to be a 40 hour, 5 day week.

6. Seniority - After a trial period of six months and to date from commencement of employment.

7. Group Insurance and Hospitalization to remain as is and a suitable sick leave programme to be worked out on a 50/50 basis.

The term of the contract to be for 2 years.

10. The Alberta Teachers' Association and the County of Warner No. 5, Warner, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

1. Salary Grid

3000	3550	4100	4800	5100	5400
1x250	1x300	2x300	1x400	1x400	1x400
6x200	8x200	1x250	7x300	7x300	7x300
1x150		7x200	1x200	1x200	1x200
			1x175	1x175	1x175
4600	5450	6350	7675	7975	8275

2. Increments may be withheld where a teacher is not doing satisfactory work subject to a recommendation of the Superintendent, in consultation with the principal of the school involved, a representative of the A.T.A. Local and of the School Committee. Where withholding of increments is contemplated in respect of any teacher, such teacher shall be notified prior to June 1st.

11. United Transport Workers and Warehousemen and Western Cartage & Storage Limited, Edmonton, Alberta.

Conciliation Commissioner - J. B. Adams

The parties agreed to the following settlement:

1. A 5¢ per hour increase across the board.

2. 3 weeks vacation after 15 years service.

3. One additional Statutory Holiday.

The term of the agreement to be for 1 year.

12. Calgary Printing Pressmen and Assistants Union, Local No. 201, and certain members of the Calgary Graphic Arts Association, Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

1. Wages

Effective on and from March 11th, 1963 an increase of 10¢ per hour, on and from February 15th, 1964 a further increase of 10¢ per hour.

The term of the agreement to be for 2 years.

13. United Cement, Lime and Gypsum Workers International Union, Local 345 and Dowtar Construction Materials Ltd., Calgary, Alberta.

Conciliation Commissioner - J.R. Hutton

The parties agreed to the following settlement:

1. One additional paid Statutory Holiday in second year of contract (Boxing Day, 1964)

2. 3 weeks vacation with pay after 10 years service to be introduced in second year of the agreement.

3. Shift Differential
To be increased to 5 and 7 cents in the first year of the agreement.
To be increased to 6 and 8 cents in the second year of the agreement.

4. Wages

Effective August 1st, 1962, a 5¢ per hour increase across the board.
Effective February 1st, 1963, an additional 2¢ per hour increase across the board.
Effective October 1st, 1963, an additional 6¢ per hour increase across the board.

The term of the agreement to be for 2 years.

14. United Cement, Lime and Gypsum Workers International Union, Local 345, and Western Gypsum Products Limited, Calgary, Alberta.

Conciliation Commissioner - J. R. Hutton

The parties agreed to the following settlement:

1. Vacation with Pay

Revision to comply with A.L.A. plus 3 weeks after 10 years,

with a limiting clause that the third week cannot be taken during January, July, August or September, subject to managements supervision.

2. Shift Differentials

Increase of 1 cent on shift differential for 3 shifts and also for 2 shift operations.

3. Wages

An increase of 6¢ per hour across the board November 1st, 1962 and a further increase of 6¢ across the board November 1st, 1963.

4. Adjustments in seniority clause.

The term of the agreement to be for 2 years.

15. International Brotherhood of Bookbinders Local No. 211, and certain members of the Calgary Graphic Arts Association, Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement:

1. Effective on and from March 11th, 1963, an increase of 7¢ per hour. On and from February 15th, 1964, a further increase of 8¢ per hour.

The term of the agreement to be for 2 years.

16. National Union of Public Employees, Local 715, and Drumheller Municipal Hospital, District No. 3, Drumheller, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

1. Wages

Retroactive to January 1st, 1963 an increase in all categories of $8.00 per month. On and from January 1st, 1964, a further increase in all categories of $8.00 per month.

2. Service Work

When an employee is assigned by the Head of a Department to assume the duties and responsibilites of a senior position for a period exceeding one week in one month, such employees shall receive the senior rate of pay while holding that position.

3. Seniority shall be established on the basis of an employee's service with the Board calculated from the date upon which the employee commenced continuous employment with the Board.

4. Overtime to be on the basis of time and one half for all overtime.

The term of the contract to be for 2 years.

17. The Alberta Teachers' Association and Macleod School Division No. 28, Granum, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

1. Salary Grid

3000	3500	4000	4800	5100	5400
1x250	1x300	2x300	5x300	5x300	5x300
7x200	8x200	8x200	2x250	2x250	2x250
			4x200	4x200	4x200
4650	5400	6250	7600	7900	8200

2. Maximum Administration Allowance raised from $1500 to $1600.

3. Sabbatical Leave. After 11 years payment of $2000 at Board discretion plus suitable safeguards.

4. Accumulative Sick Leave

100% of unused portion up to a maximum of 100 days will be considered, effective September 1st, 1963.

The term of the contract will be for 1 year.

18. Calgary Typographical Union No. 449, Calgary and certain members of the Calgary Graphic Arts Association as listed on Appendix "A", Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

1. Wages

Effective on and from March 11th, 1963, an increase of 10¢ per hour.
On and from February 15th, 1964, a further increase of 10¢ per hour.

The term of the agreement to be for 2 years.

19. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators, Local 302, Calgary and Plaza Theatre (Sam Slutker Owner) Calgary, Alberta.

Conciliation Commissioner - J. R. Hutton

The parties agreed to the following settlement:

1. Wages
   Effective January 1st, 1963, an increase of $3.35 per week.

The term of the contract to be for 1 year.

20. Bowness Police Protective Association and the Town of Bowness, Bowness, Alberta.

Conciliation Commissioner - J. R. Hutton

The parties agreed to the following settlement:

1. Effective January 1st, 1963 a 3% increase across the board. Effective January 1st, 1964 a further 2% increase across the board.

2. In the event that a member is required to work a period on his weekly leave or a Statutory Holiday, he shall be paid double time in addition to his regular pay.

3. Regular members of the Force shall be entitled to full pay during sickness for a period of twelve (12) working days per year, retroactive to enlistment date, and that such period be cumulative but not in any case exceed 75 days and that in the case of illness and absence from duty after 3 days, a physicians certificate certifying such illness must be produced.

The term of the agreement to be for 2 years.

21. Alberta Teachers' Association and High Prairie School Division No. 48, High Prairie, Alberta.

Conciliation Commissioner - C. B. Dagg

The parties agreed to the following settlement:

1. Salary Grid

3000	3550	4100	4800	5100	5400
5x200	2x250	4x300	8x300	8x300	8x300
1x150	5x200	4x200	1x250	1x250	1x250
4x100	1x150	1x150	1x200	1x200	1x200
	2x100	1x100			
4550	5400	6350	7650	7950	8250

2. Sabbatical Leave

Teachers who have ten or more years of continuous service may apply for 1 years sabbatical leave for improving the teachers academic or professional qualities.
Teacher shall receive $1500.00 while on sabbatical leave and must agree to return to his teaching duties with the Board for a period of at least 2 years - Teachers not fulfilling above condition shall repay the amount of salary paid with interest of 6%.

The term of the agreement of agreement to be for 1 year.

C O N C I L I A T I O N S

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THE ALBERTA LABOUR ACT

CONCILIATIONS

JANUARY 1st, 1963 to MARCH 31st, 1963.

	DISPUTES	CONCILIATOR	RESULT
1.	International Brotherhood of Electrical Workers, Local 254, Calgary and The Consolidated Mining and Smelting Company of Canada Limited, Calgary, Alberta.	R. H. R. CLEMENT	SETTLED
2.	Bakery and Confectionery Workers International Union of America, Local 252, Calgary and the National System of Baking Ltd., Calgary, Alberta.	R. H. R. CLEMENT	CONCILIATION BOARD
3.	United Transport Workers and Warehousemen, and Western Cartage & Storage Limited, Edmonton, Alberta.	J. B. ADAMS	SETTLED
4.	Alberta Teachers' Association and County of Stratcona No. 20, South Edmonton, Alberta.	C. B. DAGG	CONCILIATION BOARD
5.	International Union of Operating Engineers Local No. 955, Edmonton and I. H. Davis Contracting Limited, Edmonton, Alberta.	J. B. ADAMS	CONCILIATION BOARD
6.	International Union of Operating Engineers Local No. 955, Edmonton and I. H. Davis Supplies Limited, Edmonton, Alberta.	J. B. ADAMS	CONCILIATION BOARD
7.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union No. 488, Edmonton and C. R. Frost Company Ltd., Edmonton, Alberta.	J. B. ADAMS	PENDING
8.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union No. 488, Edmonton and Canadian Comstock Company Limited, Edmonton, Alberta.	J. B. ADAMS	PENDING

9.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union No. 488 and B. A. Moir Co. Ltd., Edmonton, Alberta.	J. B. ADAMS	PENDING
10.	International Association of Machinists Local 1579, Edmonton and Northwest Industries Limited, Edmonton, Alberta.	C. B. DAGG	CONCILIATION BOARD
11.	Camrose City Police Association and City of Camrose, Camrose, Alberta.	J. B. ADAMS	BOARD OF ARBITRATION
12.	United Packinghouse Food and Allied Workers, Local No. 661, Lethbridge, and Ellison Milling & Elevator Co. Ltd., Lethbridge, Alberta.	J. R. HUTTON	CONCILIATION BOARD
13.	Retail Clerks Union, Local 401, Edmonton, and Bateman's Food Markets Ltd., Edmonton, Alberta.	C. B. DAGG	CONCILIATION BOARD
14.	International Union of Operating Engineers Local 955, and Standard Gravel & Surfacing of Canada Ltd., Calgary, Alberta.	J. B. ADAMS	PENDING
15.	International Union of Operating Engineers Local No. 955, Edmonton, and W. C. Wells Construction Co. Ltd., Edmonton, Alberta.	J. B. ADAMS	PENDING
16.	International Union of Operating Engineers, Local No. 955, Edmonton and Mannix Co. Ltd., Calgary, Alberta.	J. B. ADAMS	CANCELED
17.	United Cement, Lime and Gypsum Workers International Union, Local No. 345, Calgary and Loders Lime (Alberta) Limited, Lime Division, Hananaskis, Alberta.	R. H. R. CLEMENT	PENDING
18.	The Alberta Teachers' Association and the Macleod School Division No. 28, Granum, Alberta.	R. H. R. CLEMENT	SETTLED

19.	International Brotherhood of Electrical Workers, Local Union 254, and Pioneer Electric Alberta Limited, Red Deer, Alberta.	J. B. ADAMS	PENDING
20.	Calgary Typographical Union No. 449 and Certain Members of the Calgary Graphic Arts Association.	R. H. R. CLEMENT	PENDING
21.	International Brotherhood of Bookbinders Local 211, Calgary and Certain Members of the Calgary Graphic Arts Association Calgary, Alberta.	R. H. R. CLEMENT	SETTLED
22.	International Alliance of Theatrical Stage Employees & Moving Picture Machine Operators, Local 302, Calgary and Plaza Theatre, Sam Slutker, Owner, Calgary, Alberta.	J. R. HUTTON	SETTLED
23.	Calgary Printing Pressmen and Assistants' Union Local No. 201, and Certain Members of the Calgary Graphic Arts Association, Calgary, Alberta.	R. H. R. CLEMENT	SETTLED
24.	Alberta Teachers' Association, Edmonton and High Prairie School Division No. 48, High Prairie, Alberta.	C. B. DAGG	SETTLED
25.	National Union of Public Employees, Local Union No. 838, Red Deer, Alberta and the Red Deer Municipal Hospital, Red Deer, Alberta.	C. B. DAGG	PENDING
26.	National Union of Public Employees, Local No. 720, and Drumheller Municipal Hospital No. 3, Drumheller, Alberta.	R. H. R. CLEMENT	SETTLED
27.	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 146, Edmonton and Gilchrist Engineering (Alberta) Ltd., Edmonton, Alberta.	J. B. ADAMS	CONCILIATION BOARD

28.	Bowness Police Protective Association and the Town of Bowness, Bowness, Alberta.	J. R. HUTTON	SETTLED
29.	The Alberta Teachers' Association and Coleman School District No. 1216, Coleman, Alberta.	R. H. R. CLEMENT	PENDING
30.	The Alberta Teachers' Association and Crowsnest Consolidated School District No. 78, Blairmore, Alberta.	R. H. R. CLEMENT	PENDING
31.	The Alberta Teachers' Association and St. Paul County No. 19, St. Paul, Alberta.	C. B. DAGG	PENDING
32.	National Union of Public Employees Local 817 and Town of Bowness, Bowness, Alberta.	R. H. R. CLEMENT	PENDING
33.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local Union 488, Edmonton, and Lockerbie & Hole Western Ltd., Edmonton, Alberta.	J. B. ADAMS	PENDING
34.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local Union 488, Edmonton and Industrial Power Installations Limited, Edmonton, Alberta.	J. B. ADAMS	PENDING
35.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industries of the United States and Canada, Local Union No. 488, Edmonton and Jamision and Kruger Co. Ltd., Edmonton, Alberta.	J. B. ADAMS	PENDING
36.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union No. 488, Edmonton and Meccon Installations Ltd., Edmonton, Alberta.	J. B. ADAMS	PENDING

37.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union No. 488, Edmonton and C. E. Kirkham Co. Ltd., Edmonton, Alberta.	J. B. ADAMS	PENDING
38.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local Union No. 488, Edmonton and Jasper Plumbing Co. Ltd., Edmonton, Alberta.	J. B. ADAMS	PENDING
39.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local Union No. 488, Edmonton and Casault Engineering Ltd., Edmonton, Alberta.	J. B. ADAMS	PENDING
40.	International Association of Machinists Lodge 1722, Edmonton and International Harvester Company of Canada Limited, Edmonton, Alberta.	C. B. DAGG	PENDING
41.	International Association of Machinists Local 1722, Edmonton and Millar Motors Limited, Edmonton, Alberta.	C. B. DAGG	PENDING
42.	The Alberta Teachers Association and Peace River School Division No. 10, Peace River, Alberta.	C. B. DAGG	PENDING
43.	International Woodworkers of America, Local 1-207, Edmonton and Northern Canadian Forest Industries Limited, Grande Prairie Lumber Division, Grande Prairie, Alberta.	J. B. ADAMS	PENDING
44.	United Cement, Lime and Gypsum Workers, Local Union 345, Calgary and Consolidated Concrete Limited, Calgary, Alberta.	J. R. HUTTON	PENDING
45.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union No. 488, Edmonton, and certain employees.	R. H. R. CLEMENT	PENDING

46.	International Alliance of Theatrical Stage Employees and Moving Pictures Machine Operators, Local 302, Calgary and The Marda Theatre, Calgary, Alberta.	J. R. HUTTON	PENDING

THE ALBERTA LABOUR ACT

CONCILIATIONS

SHOWN AS PENDING

PREVIOUSLY

K

THE ALBERTA LABOUR ACT

CONCILIATIONS

(Shown as Pending)

DECEMBER 31st, 1962

	DISPUTES	CONCILIATOR	RESULT
1.	Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union Local 579, Edmonton and Elks Recreation Centre, Edmonton, Alberta.	C. B. DAGG	CONCILIATION BOARD
2.	Calgary Typographical Union No. 449, and Albertan Publishing Co. Ltd., Calgary, Alberta.	R. H. R. CLEMENT	SETTLED
3.	United Cement, Lime & Gypsum Workers International Union Local 345, Calgary and Western Gypsum Products Limited, Calgary, Alberta.	J. R. HUTTON	SETTLED
4.	Alberta Teachers' Association and St. Albert Protestant Separate School District No. 6, St. Albert, Alberta.	C. B. DAGG	CONCILIATION BOARD
5.	Alberta Teachers' Association and Spirit River School Division No. 47, Spirit River, Alberta.	C. B. DAGG	CONCILIATION BOARD
6.	United Cement, Lime and Gypsum Workers International Union, Local 345 and Domtar Construction Materials Ltd., Calgary, Alberta.	J. R. HUTTON	SETTLED
7.	The National Union of Public Employees Local No. 366, Lethbridge, and The Medicine Hat Public Library Board, Medicine Hat, Alberta.	C. A. FREY	SETTLED
8.	International Chemical Workers Union Local 465, Calgary and The Consolidated Mining and Smelting Company of Canada Limited, Calgary, Alberta.	R. H. R. CLEMENT	SETTLED

9.	National Union of Public Employees, Local Union No. 853, Calgary, and Calgary Down Town Parking Corporation, Calgary, Alberta.	R. H. R. CLEMENT	SETTLED
10.	The International Printing Pressmen and Assistants' Union of North America and its subordinate Local No. 547 of the Edmonton Printing Specialties and Paper Products Union and Continental Can Company of Canada Limited, Edmonton, Alberta.	J. B. ADAMS	SETTLED
11.	Alberta Teachers' Association and Leduc School Division No. 49, Leduc, Alberta.	R. H. R. CLEMENT	SETTLED
12.	Alberta Teachers' Association and County of Warner No. 5, Warner, Alberta.	R. H. R. CLEMENT	SETTLED
13.	Beverage Dispensers' International Union, Local No. 265 Calgary and Flag Hotel Ltd., Shield Hotel Ltd., Prince Hotel Ltd., Calgary, Alberta. (Black Night Cocktail Lounge)	J. R. HUTTON	CONCILIATION BOARD
14.	International Union, United Automobile, Aircraft, Agricultural Implement Workers of America, Local 1227, Calgary and International Harvester Company of Canada Ltd., Calgary, Alberta.	J. R. HUTTON	SETTLED
15.	National Union of Public Employees Local 809, Brooks and Brooks School District No. 2092, Brooks, Alberta.	R. H. R. CLEMENT	SETTLED
16.	Calgary Printing Trades Union Local No. 1, Calgary and the Calgary Herald, Calgary, Alberta.	J. R. HUTTON	CONCILIATION BOARD

CONCILIATION BOARD AWARDS

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TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the Sheet Metal Workers' International Association, Local Union No. 271, Edmonton, and Aurora Auto Body Co. Ltd.; C & C Auto Body Shop; Quality Body Shop; Twin Star Auto Body Ltd.; Provincial Auto Body Ltd.; Crescent Motor Company Ltd.; Henry's Auto Body; S. Grosso Motors Ltd., Auto Body Shop; Capital Auto Body Ltd.; Green's Body Shop all of Edmonton, Alberta.

Pursuant to the provisions of The Alberta Labour Act, the Conciliation Board established to deal with the dispute between the above named parties was appointed by Order-in-Council No. 1878/62.

The Members of the Conciliation Board were:-

MR. DAVE ROSS, Chairman.
MR. J. ROBINSON, Member representing the Employers.
MR. R. G. SLATTER, Member representing the Union.

The Conciliation Board first met on the 10th day of December, A.D. 1962, at the Terrace Building, Edmonton, Alberta.

At the meeting held on the 17th day of December, A. D. 1962, Mr. John Prowse, Solicitor, advised the Conciliation Board that he was representing six of the ten Body Shops involved in the Board hearings.

Subsequent to notices being sent to Green's Body Shop; Aurora Auto Body Co. Ltd., and C & C Auto Body Shop, the Conciliation Board was advised by Mr. John Prowse that he was acting for C & C Auto Body Shop in addition to the following six of the ten Body Shops named in the Provincial Auto Body Ltd.; Crescent Motor Company Ltd.; Henry's Auto Body; Capital Auto Body Ltd.

A unanimous Award of the Conciliation Board was made on the 27th day of December, 1962, which Award applied only to those companies represented by Mr. Prowse.

With regards to Green's Body Shop, Aurora Auto Body Co. Ltd., and S. Grosso Motors Ltd., Auto Body Shop, it was agreed by the Conciliation Board that special meetings be convened in order to give each of these shops the opportunity of making representations to the Board.

Notices both verbal and written were forwarded to Green's Body Shop and Aurora Auto Body Co. Ltd., advising the management of these companies that the Conciliation Board requested that they attend at a meeting to be convened in the Terrace Building on the 19th day of December, 1962, at the hour of 4:30p.m. Pursuant to these notices Mr. Jamieson, a representative of Aurora Auto Body Co. Ltd., appeared before the Conciliation Board on the 19th day of December, 1962. At this time the Company was advised by the Conciliation Board that it wished to give the Company the right to make a proper representation and, therefore, it was decided that a time and place for subsequent meetings would be set and that representatives of this Company would be required to attend. Aurora Auto Body Co. Ltd., advised the Conciliation Board that it would give an extension of time within which to hold such meeting or meetings as required.

Pursuant to the notices forwarded to Green's Body Shop, a letter was received by the Board of Industrial Relations from Mr. O. A. Green advising that he as representative of his company did not intend on making a representation. Subsequent to the receipt of this letter Mr. O. A. Green was contacted by the Chairman of the Conciliation Board and Mr. Green advised that he would allow the Conciliation Board an extention of time within which to meet with him in order to hear any representations he would wish to make.

The Conciliation Board was advised after investigation by Members of the Conciliation Board and by the Department of Labour that S. Grosso Motors Ltd., Auto Body Shop was no longer in business. The Conciliation Board determined that the Body Shop formerly operated by S. Grosso Motors Ltd., Auto Body Shop was now being operated by Economy Auto Body Shop.

The Chairman of the Conciliation Board contacted the Management of Ecomony Auto Body Shop and was advised that this Company would grant an extension of time to enable the Board to determine whether the Company came within the provisions of Section 7? of The Alberta Labour Act and if it was found that this Company would come within this provision, then to enable the Company to make representations to the Conciliation Board.

The representatives of the Union advised the Conciliation Board that they would allow the Board an extension of time until the 8th day of January, 1963, within which to call a meeting or meetings as required in order to hear representations made by S. Grosso Motors Ltd., Auto Body Shop (Economy Auto Body Shop;) Aurora Auto Body Co. Ltd., and Green's Body Shop. This extension of time, however, was to apply solely to the above three companies.

A meeting of the Conciliation Board in order to hear representations from Green's Body Shop, Aurora Auto Body Co. Ltd., and Economy Auto Body Shop was scheduled for January 4th, 1963, at 4:30 p.m. in the Terrace Building, Edmonton. All of the three companies were advised both by written and verbal notices of this meeting.

At the request of the Chairman of the Conciliation Board, Mr. J. B. Adams, Conciliation Commissioner of the Department of Labour, attended upon Economy Auto Body Shop. The Conciliation Board was advised by Mr. Adams that he properly explained the purpose of the conciliation proceedings and the provisions of Section 74 of The Alberta Labour Act.

As a consequence of information which Mr. Adams obtained and which was reported to the Conciliation Board, it was determined by the Board that Section 74 of The Alberta Labour Act did not apply to Economy Auto Body Shop and consequently they were advised that they were not a party to the dispute and, therefore, would not be required to attend at the meetings of the Conciliation Board.

Mr. J. B. Adams of the Department of Labour further attended at the shop of Green's Body Shop and spoke with Mr. O. A. Green. Mr. Adams related to the Conciliation Board that he was advised by Mr. Green that his Company had no dispute with the Union; that it had no knowledge of any matters that were in dispute; that it had not received a memorandum setting out the Union's demands and that Mr. Green did not intend upon making any appearance before the Conciliation Board as he felt his time was more profitably spent at work at the shop. These statements had previously been made to the Chairman of the Conciliation Board in a telephone converstaion with Mr. Green. These allegations are also set out in a letter from Green's Body Shop to the Board of Industrial Relations dated December 18th, 1962.

Mr. O. A. Green further advised Mr. J. B. Adams that the extension of time granted by him to the Chairman of the Conciliation Board was to be revoked. Mr. Green advised that he was doing this upon the instructions of his solicitor.

On the 4th day of January, 1963, a meeting was convened of the Conciliation Board at the hour of 4:30 p.m. in the Terrace Building, Edmonton.

It was determined by the Conciliation Board upon investigations being made that the Union had endeavoured on several occasions to forward a draft of its proposed agreement to Mr. O. A. Green and Green's Body Shop by registered mail and by double registered mail. The Conciliation Board determined that on each occasion the proposed agreement was returned as having not been accepted by Mr. Green or the Company.

The Conciliation Board further determined that representatives of the Union had on one occasion attended at Green's Body Shop and had personally served Mr. O. A. Green with a notice to commence collective bargaining. The Board determined that Mr. Green failed to meet with the Union in order to bargain.

The Conciliation Board finds that allegations made by Mr. O. A. Green were not fair statements of the events that had taken place. An individual or Company cannot allege that they are being improperly dealt with if it happens that they are the sole cause of the resulting state of affairs.

In all labour-management disputes both parties are bound with responsibility of acting in good faith and it would appear that Mr. Green may have avoided this responsibility.

The purpose of the conciliation procedure as set out by our Government in The Alberta Labour Act is to provide a peaceful means of settling labour-management disputes. The position as maintained by Mr. O. A. Green at the least frustrates these provisions and could almost be described as a willful refusal to accept the responsibility cast upon all parties to a dispute by our Provincial enactments.

In dealing with Mr. Green's revocation of the extension of time which he granted to the Chairman of the Conciliation Board, it is the Board's decision that such revocation was not properly communicated to the Board and regardless of this, it is the Board's decision that it cannot and will no accept a revocation of an extension of time at a time after an extension has been granted and at a time after such extension has been acted upon by the Conciliation Board.

At the hearing on the 4th day of January, 1963, Mr. Jamieson of Aurora freely discussed the provisions as proposed by the Union with the Union and with the Conciliation Board.

Mr. Jamieson agreed on behalf of his Company to the following provisions as in the attached Award excluding Clause 11 and 14 and the Conciliation Board concurs with the agreed provision.

Aurora Auto Body Co. Ltd., and the Union could not agree upon the matter of statutory Holidays and Wages and with regards to these matters the Conciliation Board makes the recommendations as set out in the attached agreement Clause 11 and 14.

The agreement as attached shall apply to Green's Body Shop in addition to Aurora Auto Body Co. Ltd.

All of which is respectfully submitted,

(SIGNED)
DAVE ROSS, Chairman,
Conciliation Board

(SIGNED)
J. ROBINSON, Member
Conciliation Board.

(SIGNED)
R. G. SLATTER, Member
Conciliation Board.

DATED at Edmonton, Alberta, this

8th day of January, A.D. 1963.

WHEREAS the parties hereto failed to reach agreement and whereas the Conciliation Commissioner failed to bring about a settlement and whereas the whole of the agreement between the Company and the Union was in dispute, the Conciliation Board recommends the following provisions to be adopted as an agreement between the Company and the Union:-

1. OBJECTS

The object of this agreement is to stabilize the industry, to elevate the trade and to ensure a peaceful adjustment of any and all grievance, disputes, and differences that may arise between the parties mentioned above and to provide a better and more efficient service to the public.

2. TRADE DEFINITION

"Auto Body Mechanic" means a mechanic engaged in repair, fitting and construction of doors, bodies, fenders, turret tops, frames, upholstering and painting and body repair pertaining to motor vehicle bodies and shall include welding as it applies to bodies of motor vehicles.

3. APPRENTICE

"Apprentice" means a person who is at least sixteen (16) years of age, and who enters into a contract of service in accordance with the Apprenticeship Act of the Province of Alberta whereby he is to receive from or through his Employer instruction in the Auto Body Trade.

4. SCOPE OF AGREEMENT

This agreement shall apply to all auto body workers namely; auto body mechanics and registered apprentices. It is hereby agreed that in conformance with the Tradesmen's Qualification Act respecting the Auto Body Trade that no person will be employed who is not licensed or registered.

5. COMPANY RIGHTS

(a) The Union agrees that it is the right of the Company to manage the affairs of the business and to direct its working forces subject to the terms of this agreement; and in such management the Company shall maintain all the powers granted to it by the common law that are not specifically excluded by this agreement.

(b) Without limiting the generality of the foregoing, the Union acknowledges that it is the exclusive function and right of the Company to:-

(1) operate and manage its business in all respects;

(2) maintain order, discipline and efficiency;

(3) make and alter from time to time, rules and regulations to be observed by the employees, provided such rules and regulations are not inconsistent with this agreement;

(4) direct the working force and schedule production;

(5) hire and promote, demote, transfer, lay off because of lack of work, recall discipline, suspend and discharge for just cause and employee, provided that claims of discriminatory promotion, demotion, or transfer and of wrongful or unjust discipline or discharge shall be subject to the grievance procedure herein provided.

6. GRIEVANCE PROCEDURE

(a) All differences between the Employer and the Union concerning the interpretation, application, operation or an alleged violation of this Agreement shall be settled, without stoppage of work or lockout, by negotiations or arbitration as herein provided.

(b) An employee who maintains that he or she has a grievance with the company shall first take the grievance to the Job Steward of the union, or in the absence of the Job Steward, to the Business Agent of the Union. If the grievance cannot be settled by the Job personnel within twenty-four (24) hours it shall be reduced to writing and presented to the Union Business Agent who shall discuss the matter with Management immediately. If the grievance is not settled to the satisfaction of the Employer and/or the Union within a further twenty-four (24) hour period, each party to this Agreement shall appoint a member from outside their organization or firm within three (3) calendar days unless an extension of time is agreed upon, to act on an Arbitration Board to hear this grievance, and the two members so appointed shall meet and endeavour to select an independent Chairman within forty-eight (48) hours, they shall request the Minister of Labour for the Province of Alberta to appoint an independent Chairman within ten (10) days.

(c) The Grievance Board shall give a majority decision not later than fourteen (14) days after the appointment of the Chairman, except that with the consent of both parties, such limitation of time may be extended. The majority decision of the said Board shall be final and binding on both parties to this Agreement.

(d) The expense of the Grievance Board shall be paid as follows: The Union and the Employer shall pay all fees and expenses of their respective members on the Board and the fees and expenses of the Chairman shall be equally borne by the Union and the Employer.

7. UNION RIGHTS

(a) It is agreed that the company will recognize Shop Stewards and shall not discriminate against them for carrying out their regular duties. It is agreed that Shop Stewards may be members of Safety Committees. It is agreed that the Union will notify the company of the individual in the company's operation who maintains the position of Shop Steward.

(b) It is agreed that the Business Agent after first obtaining the permission of management shall be granted access to all shops covered by this agreement in order to carry out the regular duties of his position. Such authority for access once granted may not be revoked for the duration of this agreement.

(c) (1) The company recognizes the union, during the term of this agreement or any renewal thereof, as the exclusive representative of the employees for the purpose of collective bargaining with respect to conditions of employment as set forth in this agreement.

(2) There shall be no discrimination of any kind against any member of the union by the Superintendent, Manager or any person in the employ of the company with power to hire or fire.

(3) As a condition of continued employment, all employees covered by this agreement shall become members of the Union if not already members of the same within 10 days following the date that the signatures have been affixed hereto and all new employees shall be required to join the union as a condition of continued employment within 30 days from the date that they were hired.

(4) Upon a written notice being delivered by the Union to the Company to the effect that an employee of the company covered by this agreement has not maintained his membership in the union in good standing, the company shall be required to notify the employee in question that if his membership is not brought into good standing within seven days the said employee will be discharged. The company must notify the employee within two days of the date of receipt of the notice from the union and if the employee does not become a member in good standing within the seven day period, the company shall dismiss the employee from his position of employment.

8. HOURS OF WORK

The regular working day shall consist of not more than (8) eight hours labor in the shop between 8:00 a.m. and 5:30 p.m. The regular working week shall consist of five consecutive days of not more than (8) eight hours each as specified herein, in the shop beginning with Monday and ending with Friday of each week. All full or part-time labor performed during the hours specified herein shall be recognized as regular time and shall be paid for at the regular hourly rates as specified in this Agreement.

9. OVERTIME RATES

It is agreed by the parties hereto that labor performed in connection with and incidental to work covered by this agreement shall be performed within the working hours as specified herein provided however that overtime may be worked when circumstances arise where the management in order to carry on a proper, efficient and necessary service finds that it is required to have labor work in excess of those hours above set out as being the regular working day hours. It is mutually agreed that overtime is undesirable. In all cases where overtime becomes necessary it shall be paid for at the following rates:-

Time and one-half shall be paid for the first four (4) hours after the regular eight (8) hour day and double time thereafter, Monday to Friday inclusive. Double time shall also be paid for all work performed on Saturdays, Sundays and Statutory Holidays not inclusive of Statutory Holiday pay.

10. SHIFT PREMIUMS

All employees required to work shifts other than a shift commencing at 8:00 o'clock in the forenoon or at 8:30 o'clock in the forenoon and continuing until 5:00 o!clock in the afternoon or 5:30 o'clock in the afternoon as the case may be shall be paid at the rate of time and one-seventh; eight hours pay for seven hours work. Workmen shall be given notice at least eight (8) hours previous to commencing shift. Thirty-five hours shall constitue a shift week. All work in excess of the seven hours daily shall be paid for in the following manner:- time and one-half for the first four (4) hours and double time therafter, Monday to Friday inclusive. All additional overtime shall be paid in accordance with the overtime provisions of this Agreement.

11. STATUTORY HOLIDAYS

The following legal holidays shall be recognized and observed under the terms of this agreement:-

New Year's Day	Dominion Day	Remembrance Day
Good Friday	Labor Day	Christmas Day
Victoria Day	Thanksgiving Day	Boxing Day

All employees covered by this Agreement shall be paid for the above noted Statutory Holidays without being required to perform services and payment for such Statutory Holidays shall be included in pay period in which the holiday is observed.

12. VACATIONS WITH PAY

All employees shall received 4% of gross earnings as vacation pay with the exception of those employees who have been in the employ of the employer for eight (8) consecutive years. Employees having completed eight (8) years service with their employer shall receive three (3) weeks vacation with pay.

13. SENIORITY

An Employee shall have seniority status after he has been employed by the Company for 90 days.

Where ability, efficiency and other accomplishments are equal the length of service with the Employer shall govern lay-offs. When there are to be lay-offs the following procedure shall be followed:- All probationary employees shall be laid off first and thereafter in the inverse order of seniority.

When there is an increase in the working force after a lay-off the reverse of the above lay-off procedure shall be followed before any new employees are hired, the employees still laid off shall be offered employment in the order of their seniority.

Employees who have been laid off and have been notified by the Employer to report to work must report for work within the following specified time limits:

The laid-off employee must report for work within ten (10) calendar days after being notified by the Employer to do so. This notification to be sent to his last address on record with the Employer (a copy of notification to be given to the Union Steward). If he does not report he shall be considered to have voluntarily quit.

The Employer agrees to post the seniority list showing the seniority status of each employee. The Employer also agrees to furnish a copy of such list to the Union.

The Employer agrees to alter the seniority list from time to time and to correct any errors therein whenever proof or error is submitted by an employee or the Union. No change shall be made in the seniority status of an employee without consultation with the Union.

14. WAGES

Commencing January 1st, A.D. 1963, and effective for the period ending March 31st, A.D. 1963, the minimum rate of wages for licensed auto body workers shall be $2.35 per hour for all regular hours worked; commencing April 1st, A.D. 1963, and effective for the period ending December 31st, A.D. 1963, the minimum rate of wages for licensed auto body workers shall be $2.60 per hour for all regular hours worked.

15. APPRENTICESHIP AND QUOTAS

Wages and Quota shall be as stipulated in the Alberta Apprenticeship Act governing the Auto Body Trade. It is hereby agreed that the apprenticeship rates shall be minimum rates for the purpose of this agreement.

16. PAYMENT OF WAGES

(a) Payment of wages shall be made during the hours of work on Friday of each second week.

(b) When men are ordered by the employer to report to the Shop and are then directed not to commence work due to lack of material or other causes beyond their control, they shall receive four hours pay at the regular rate.

17. TOOLS

All licensed auto body workers shall be required to have in their possession the necessary hand tools required for the proper performance of his duties and it is hereby agreed that the Employer shall supply all necessary power tools and other equipment not normally referred to as hand tools. It shall however be the responsibility of the employees to take reasonable care of the said power equipment.

18. SAFETY AND HEALTH

The Employer will continue to make reasonable provisions for the safety and health of his Employees during the hours of their employment. Such protective devices pertaining to the auto body industry as required by Federal and Provincial Legislation and regulations made thereunder to be worn by employees shall be provided and paid for by the employer.

19. APPRENTICESHIP ASSISTANCE

The employer shall contribute to each of his Apprentices while such Apprentice is attending technical school, an amount of money equal to half the allowance provided by the Provincial Government.

20. WELFARE AND PENSION BENEFITS

It is hereby agreed that both parties to this Agreement shall cause to be established at some time prior to the expiration date hereof, a fund for the purpose of establishing welfare and pension benefits. Such plan or plans as may be agreed upon shall contain a provision whereby 50% of all monies required shall be contributed by the employer and 50% by the employee or employees.

21. TERMINATION AND LENGTH OF AGREEMENT

All provisions of this agreement shall continue in force and effect beginning the 1st day of January, A.D. 1963, and shall continue in force and effect for the period ending the 31st day of December, A.D. 1963, and shall continue in force and effect from year to year thereafter unless written notice of change is given by either party not less than sixty (60) days prior to the expiration date and until conferences related to such requested change or changes have been terminated by the execution of a new agreement. However any conclusions reached in the aforementioned negotiations shall if so agreed, be made retroactive to the said expiry date.

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TO:

The Honourable R. Reierson,
Minister, Department of Labour,
Terrace Building, Legislative Grounds,
EDMONTON, Alberta.

Sir:-

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Molders and Allied Workers Union, Local 360, Calgary, and Parkhill Bedding & Furniture Limited, Calgary.

The Conciliation Board appointed by Order-in-Council No. 1876/62 dated December 4, 1962, held meetings with representatives of the parties to the dispute and considered the representations made by both parties.

The Members of the Conciliation Board were:-

REVEREND DAVID REECE, Chairman,

FRANK BODIE, Member representing the Union,

G. M. EWENS, Member representing the Employer.

Appearing before the Board were:-

For the Employer	For the Union
Mr. Kenneth C. Barrass	Mr. Mike Capri

The issues in dispute which were referred to the Conciliation Board were:-

1. Wages
2. Union Security
3. Term of Contract.

The members of the Conciliation Board met with the parties on several occasions, but their proposals for settlement were not acceptable to the parties and therefore the following Finding is submitted:-

The Members of the Conciliation Board submit a Unanimous Finding with regard to Wages and Term of Contract, and a Majority Finding with regard to Union Security, with Mr. Bodie dissenting.

1. TERM OF CONTRACT

One (1) year contract, from January 1, 1963 to December 31, 1963.

2. WAGES

Effective January 1, 1963 a wage increase of ten (10) cents per hour across the board.

An incentive program to be put in practive within a period of three (3) months, and no later than March 31, 1963.

It is the feeling of the Board that the foregoing incentive program be established with a view to increasing production and lowering production costs, with the ultimate result that the Company will benefit from such a plan through reduced cost and the employees will benefit through increased wages.

The Members of the Conciliation Board submit a Majority Finding with regard to the following:-

3. UNION SECURITY

Maintenance of Membership be instituted.

(Mr. Bodie dissents, and would favour the institution of the Rand Formula).

DATED at the City of Calgary, Alberta, this 7th day of January A. D. 1963.

(SIGNED)
DAVID REECE, Chairman

(SIGNED)
G. M. EWENS, Member

(SIGNED)
FRANK C. BODIE, Member

TO:

Mr. R. Reierson,
Minister, Department of Labour,
Terrace Building, Legislative Grounds,
EDMONTON.

Sir:

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Molders and Allied Workers Union, Local 360, Calgary, and Parkhill Bedding & Furniture Limited, Calgary.

MINORITY REPORT

Union Security

I regret having to present a Minority Report on the subject of Union Security, but in view of the relationship between the Company and the Union I feel that the Rand Formula should be put into effect;

First, to provide a good relationship between the Company and the Union, and

Secondly, I feel that the Rand Formula would overcome all the objections that the Company have to any compulsion about the employees joining the union, and

Thirdly, requires each of the employees to contribute to the union for services rendered.

For the foregoing reasons I recommend that the Rand Formula be instituted.

DATED at the City of Calgary, Alberta, this 7th day of January, A. D. 1963.

(SIGNED)
FRANK C. BODIE, Member

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Woodworkers of America, Local 1-207, Edmonton, and Imperial Lumber Company Limited, Marlboro; Barrhead; Athabasca and Kinuso, Alberta.

The Conciliation Board appointed by Order-in-Council No. 1830/62, dated November 27th, 1962, met with representatives of the parties to the dispute and considered the representation made by the said parties.

The Members of the Conciliation Board were:-

MR. MURRAY S. COOKE, Chairman.
MR. D. J. ROSS, Member representing the Employer
MR. WILLIAM ELLIOTT, Member representing the Union

The issues referred to the Conciliation Board were:

1. Union Security
2. Wages

The Conciliation Board appointed to consider this matter unanimously recommends:

1. Union Security

To remain as in the existing agreement.

2. Wages

Two (.02) cents per hour increase to be effective and therefore retroactive to November 1st, 1962 and four (.04) cents per hour increase effective November 1st, 1963.

It is understood M. S. I. benefit is to be made available through the company on a company/employee participating basis and the foregoing recommendation assumes this to be a fact in making the wage recommendation.

All of which is respectfully submitted,

(SIGNED)
MURRAY S. COOKE,
Chairman.

(SIGNED)
D. J. ROSS,
Member.

(SIGNED)
WILLIAM ELLIOTT,
Member.

TO:

The Honourable R. Reierson,
Minister, Department of Labour,
Terrace Building, Legislative Grounds,
EDMONTON, Alberta.

Sir:-

IN THE MATTER OF The Alberta Labour Act and a dispute between the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, Alberta and Standard Rebuilt Products, Calgary, Alberta.

The Conciliation Board appointed by Order-in-Council No 1877/62 dated December 4, 1962, held meetings with representatives of the parties to the dispute and considered the representations made by both parties.

The Members of the Conciliation Board were:-

REVEREND DAVID REECE, Chairman,

KENNETH C. BARRASS, Member representing the Employer,

PATRICK JENNIHAN, Member representing the Union.

Appearing before the Board were:-

For the Employer	For the Union
Mr. R. E. Courtney - Plant Superintendent	Mr. R. Scott - Business Manager
Mr. W. Hilton	

The issues in dispute which were referred to the Conciliation Board were:-

1. Wages
2. Vacations
3. Statutory Holidays
4. Term of Contract.

The members of the Conciliation Board met with the parties on several occasions, but were unable to bring about settlement of the matters in dispute, and therefore the following Unanimous Finding is submitted:-

The Conciliation Board finds a two year contract to the advantage of all parties concerned, effective September 1, 1962 to August 31, 1964, with the following provisions:-

FIRST YEAR

1. Wages & hours of Work

   Effective January 1st, 1963 a forty-two (42) hour work week, with the same take home pay, plus five (5) cents per hour increase.

2. Statutory Holidays

   The following holidays to be effective after January 1st, 1963:

   1. December 25th, Christmas Day

2. January 1st, New Year's Day
3. July 1st, Dominion Day.

3. Annual Vacations

No change in annual vacations.

SECOND YEAR

1. Wages & Hours of Work

Effective September 1, 1963 a forty (40) hour work week, with the same take home pay, plus five (5) cents per hour increase.

2. Statutory Holidays

An additional three (3) Statutory Holidays to be granted, the days to be mutually agreed upon.

3. Annual Vacations

No change in annual vacations.

DATED at the City of Calgary, Alberta, this 9th day of January, 1963.

(SIGNED)
DAVID REECE, Chairman

(SIGNED)
KENNETH C. BARRASS, Member

(SIGNED)
PATRICK LENIHAN, Member

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the Wood Preservers and Woodworkers Local 2568, United Brotherhood of Carpenters and Joiners of America, Edmonton, and Canada Creosoting Company Limited, Edmonton, Alberta.

The Conciliation Board appointed by Order-in-Council No. 1549/62 dated October 2nd, 1962, met with representatives of the parties to the dispute and considered the representations made by the said parties.

The Members of the Conciliation Board were:-

MR. WALTER L. NISBET, Chairman.
MR. D. GARDNER, Member representing the Employer.
MR. R. T. G. McBAIN, Member representing the Union.

The issues referred to the Conciliation Board were:

1. Seniority.
2. Grievance Procedure.
3. Hours of Work.
4. Overtime.
5. Statutory Holidays.
6. General Conditions.
7. Rates of Pay.

1. The following issues remain outstanding:-

(a) Hourly Wage Rates.
(b) Piece Work Rates.

2. The Conciliation Board unanimously recommends that the parties to this dispute meet together for the purpose of discussing the remaining outstanding issues. It is the unanimous opinion of the Conciliation Board that, while the Company is not in a favourable economic position to grant increases in the wage rates, larger increases than those finally offered by the Company (namely, 3¢ per hour increase effective May 1st, 1962, a further 4¢ per hour increase to become effective on the date the new agreement is ratified

.....2

and a further 3¢ per hour increase on the first anniversary date of the new agreement in respect of the hourly rates of wages; and a 4¢ per hour increase in the basic guaranteed hourly rate for piece workers to be effective on the date the new agreement is ratified, and a further 2¢ per hour increase in this hourly rate to be effective on the first anniversary date of the new agreement) will be necessary to effect a settlement. In order to encourage the parties to meet and agree on a new schedule of wage rates, we have deliberately refrained from making any specific recommendations regarding the amounts by which the rates should be increased.

3. All other issues in this dispute were agreed to between the parties when they appeared before us and the Conciliation Board concurs.

All of which is respectfully submitted,

(Signed)

WALTER L. NISBET, Chairman,
Conciliation Board.

(Signed)

D. GARDNER, Member,
Conciliation Board.

(Signed)

R. T. G. McBAIN, Member,
Conciliation Board.

DATED AT Edmonton, Alberta,

this 1st day of February, 1963.

TO:

The Honourable Raymond Reierson,
Minister, Department of Labour,
Terrace Building, Legislative Grounds,
EDMONTON, Alberta.

Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the Creosote and Miscellaneous Employees Local Union No. 658, Calgary, and Canada Creosoting Company Limited, Calgary, Alberta.

The Conciliation Board, appointed under Order-in-Council No. 1548/62, met with the parties to the dispute and considered the submissions made by their representatives.

The Members of the Conciliation Board were:-

Professor A. E. David Schonfield ----- Chairman

Mr. R. T. G. McBain ----- Union Member

Mr. Irwin A. Blackstone ----- Company Member

Appearing before the Board were:-

Representing the Employer	Representing the Union
Mr. J. B. O'Reilly	Mr. Thomas Sweeting
Mr. Percy Vesey	Mr. A. Lea
Mr. Howard Truran	Mr. Michael Slupski

Extension of time was granted to the Board by the Parties to the dispute, effective to the date of this Award.

The dispute before the Board concerned a new agreement between the parties, the last agreement having expired on March 31, 1962.

The Board has taken note of the intention of the Company to change the location of its Calgary operations as well as the name of the firm during the period when the new agreement will be in operation. The spokesman for the Company has declared that the agreement with the Union would be honoured notwithstanding these administrative changes. The Union, however, is concerned about the possibility of the introduction of new operations, processes or methods of work resulting from the removal of the location of the plant. In particular, there is a fear concerning the establishmentof interim rates by the Company (under Article XX, Section 6) without agreement being reached during the ensuing negotiations with the Union. The Board therefore recommends that the following statement be communicated to the Union by the Company in a separate letter of understanding to be tied to the movement of the plant to its new location.

....2

"If agreement cannot be reached on confirmation of the interim rate or on the new rate within sixty (60) days from the date the new or changed job has been established on an operational basis, a grievance may be submitted at the third stage of the grievance procedure and, if necessary, may be processed to arbitration. The Arbitration Board shall not be authorized to establish the rate, but shall be authorized to declare that the rate established by the Company is, based on the evidence of the parties, a proper or an improper rate."

Union Request No. 1 (Article II, Section 1)

The Board accepts the Company's view that in this industry supervisors and salaried employees sometimes must perform work normally undertaken by members of the bargaining unit. However, it also takes noteof the Company's declared intention not to displace an hourly rated employee as a result of any production work undertaken by supervisory employees. In view of this intention, the Board recommends that no change be made in this section.

Union Request No. 2 (Article III, Section 1, Sub-section D)

The Board recommends that Article III be altered to read as follows:

> "1. The Union acknowledges, subject to its rights herein contained, that it is the exclusive function and right of the Company to:
>
> (a) operate and manage its business in all respects;
>
> (b) maintain order, discipline and efficiency;
>
> (c) make and alter from time to time, rules and regulations to be observed by the employees;
>
> (d) direct the working force;
>
> (e) hire, promote, demote, transfer, lay off because of lack of work, recall, discipline, suspend, and discharge for "just cause" any employee."

Union Request No. 3. (Article VI, Sub-section 7)

The Board recommends that no change be made in this section.

Union Request No. 4. (Article VI, Section 13)

Since the key men appointed by the Company are members of the bargaining unit, the Board considers that no obvious hardship to the Union would result if any of these employees were used as union representatives. Although the Board sympathizes with the Union's desire to train younger officers, provisions by the Company for this purpose should be the subject of direct negotiations in individual cases. The Board therefore recommends no change be made in this section.

Union Request No. 5.

The Union withdrew this request during the hearing.

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Union Request No. 6 (Article XII, Section 4)

During the hearing the Union agreed to the Company's proposal on this request.

The new agreement shall omit the words "and the decision" in the first line of paragraph 4 and add a new section 5 as follows:

> "5. The Arbitration Board shall hand down its award within fourteen (14) days from the conclusion of the Arbitration hearing, Saturdays, Sundays and Holidays excluded. Such limitations of time may be extended by the consent of both parties."

Union Request No. 7 (Article XIV, Section 1)

The Board recommends that the following addition should be made to Section 1 after the words "plant production":

> "The Company agrees to notify employees with the exception of the crane crews, at least forty-eight (48) hours in advance of any change in the regularly assigned shift schedules. Should unforeseen circumstances make such notice impracticable, the Company agrees to give as much forewarning as is possible and to inform the Union of the special circumstances."

Union Request No. 8 (Article XX, Section 6)

In the first paragraph of this Award, the Board has recommended that a letter of understanding be issued by the Company concerning interim rates in the new plant. No other changes are recommended.

Union Request No. 9. (A, B and I Mill Crew)

Without spending an inordinate amount of time in the plant, the Board considers itself unable to determine how many men should comprise the A, B and I Mill Crew. The Board was impressed by the Union's arguments concerning the increased speed of this operation and the resultant need for an extra member of the Crew. Nevertheless, there is some variation in the work load at the A, B and I Mill and therefore a fifth member of the crew is not always required.

The recommendation of the Board is that the Management re-examine the work load on the A, B and I Mill and consistently keep this under review. Whenever it is seen to be necessary that a fifth man is required for this crew, such additional help should be provided.

Union Request No. 10 (Amendment to Schedule A, Section 13)

The Board recommends that watchmen should continue to be excluded from the shift differential. However, it is recommended that watchmen receive three (3) cents above the basic labour rate from the date that the new agreement is signed.

Union Request No. 11 (Crane Crew)

The comments made in connection with the Union Request No. 9 apply to this request also, although the case for an increase in the Crane Crew team seem less strong than that for the A, B and I Mill. Further, the Management has given an undertaking that the number of workers on this crew will vary according to the nature, occasion and complexity of the job being done.

.....4

Union Request No. 12 (Article XVII) (Vacation Pay)

The Board recommends that this article be changed as follows:

> "Effective 1962 - after eleven (11) years continuous service prior to June 1 of any year, one and one-half (1½) days vacation with pay for each twenty-one (21) days actually worked during the twelve (12) months preceding the above June 1.
>
> Effective 1963 - After ten (10) years continuous service the same formula as above.
>
> All other employees to be governed by the Vacations with Pay Order No. 5 (1961) of the Board of Industrial Relations."

Union Request No. 13 (Article XVI, Statutory Holidays)

The Board recommends no change in this Article.

Union Request No. 14

The Board recommends that the Company make arrangements as soon as is feasible, and if possible within six (6) months of the signing of the new agreement, to pay employees on Fridays and at two (2) week intervals.

Union Request No. 15

(a). Hourly-rated employees.

The Board recommends that an increase of three (3) cents per hour be paid retroactive to April 1, 1962. Effective the date of signing of a new agreement, an additional five (5) cents per hour shall be paid. Twelve months after the signing of the new agreement, a further three (3) cents per hour increase shall be paid.

(b). Piece work rates.

The Board recommends that an increase of one percent (1%) above present rates be paid, commencing twelve (12) months after the signing of the agreement.

Company Request No. 1 (Work Standards Program for hourly paid workers)

The Board spent considerable time in attempting to reach a compromise solution on this point. However, as the Company withdrew its request, the Board is making no recommendation on this matter.

(The Union representative informed the Chairman of the Board, during private discussion that the Union was not opposed in principal to some form of work standards, providing that the Union could negotiate incentive payments.)

Company Request No. 2.

See Union Request No. 15, b. above.

Company Request No. 3

Piece work rate for unloading mixed-length poles. (unsorted)

....5

The Board recommends that schedule B wage rate, piece workers, part 5, poles, rate per 100 lineal feet, the following addition be made:

"Mixed lengths unsorted $0.55 per 100 lineal feet."

Company Request No. 4 (Term of Contract)

The Board recommends that this agreement shall be effective for two (2) years after ratification by both parties.

The Board wishes to express its appreciation to both parties for the careful and considerate way in which the briefs were presented. The Board would also like to take this opportunity to suggest to both parties that it would be in their best interests to try to understand a little better the other's viewpoint. The Union should not assume that every proposal of Management is an attempt to reduce the rights of the workers. Nor should Management assume that every Union suggestion is to the detriment of the firm.

The manner in which proposals and complaints are made is more important that either the Management or the Union seem to realize. So-called militancy is not a virtue when both labour and management have much to gain through agreeing to further a joint enterprise.

Management planning should take greater account in the future than it has in the past of the natural and proper reaction of employees and their Union representatives who view with dismay obvious threats to their livelihood and reduction of their seasonal employment. The employees and the Union will develop a more positive attitude when they perceive that the immediate cost to the Company is not the sole criterion on which every issue is judged. Labour, too, must co-operate more in the attempts of Management to increase the efficiency of the plant so that it can compete effectively. The Board considers that the morale within the firm can be improved to the benefit of both parties by following the recommendations that have been made in this Award.

DATED at the City of Calgary, Alberta, this 6th day of February, 1963.

(Signed)
A. E. David Schonfield, Chairman

(Signed)
Irwin A. Blackstone, Member

(Signed)
R. T. G. McBain, Member

Edmonton, Alberta,
February 12, 1963.

Honourable R. Reierson,
Minister of Labour,
Government of the Province of Alberta,
Legislative Buildings,
Edmonton, Alberta.

Sir:

IN THE MATTER OF The Alberta Labour Act and a dispute between The Alberta Teachers' Association and The Lethbridge School Division No. 7, Lethbridge, Alberta.

The Conciliation Board appointed in connection with the above dispute has heard briefs presented by the interested parties, heard arguments and weighed all available evidence pertaining to the issues in dispute as agreed upon by both parties as those on which agreement was to be reached. Having failed to bring about agreement between the parties to the dispute, your Board now recommends the award detailed immediately below.

The issues of the dispute were:

1. Section 3, Salary Agreement 1961-62:: the basic salary schedule for teachers with varied experience and training,
2. Section 6 (a), Salary Agreement 1961-62:: Additional salary for principals, and
3. Item 2 of Addenda to agreement, 1961-62:: Sabbatical leave.

Your Conciliation Board recommends the following award in settlement:

(a) That the basic salary schedule be amended to read:

Years of experience	Years of Education and Training					
	One	Two	Three	Four	Five	Six
0	$3000	$3500	$4050	$4800	$5100	$5400
1	8x200	1x250	2x300	5x300	5x300	5x300
2		8x200	8x200	5x275	5x275	5x275
3						
4						
5						
6						
7						
8	$4600					
9		$5350				
10			$6250	$7675	$7975	$8275

(b) That the additional salary for principals (Section 6a, Salary Agreement, 1961-62) be as follows:

"One Hundred and Thirty Dollars ($130.00) per room for the first six (6) rooms, One Hundred Dollars ($100.00) per room for the next four (4) rooms and Fifty Dollars ($50.00) per room thereafter, and

(c) That no change be made to affect sabbatical leave arrangements as set forth in ADDENDA to the 1961-62 salary schedule.

Respectfully submitted,

Conciliation Board:

(SIGNED)
DR. M. E. LAZERTE,
Chairman

(SIGNED)
MR. H. G. TURNER,
Member

(SIGNED)
MR. S. C. KNOX
Member

Edmonton, Alberta,
February 11, 1963.

The Honourable R. Reierson,
Minister of Labour,
Terrace Building,
Legislative Grounds,
Edmonton, Alberta.

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Woodworkers of America, Local 1-207, Edmonton and Zeidler Plywood Corporation Ltd., Edmonton, Alberta.

The Conciliation Board established by Order-in-Council 37/63 dated January 8, 1963, met with representatives of the parties to the dispute and considered the representations made within the terms of reference.

We are pleased to report that during the course of the Conciliation Board hearings the parties involved have of themselves been able to resolve all differences and have completed a collective agreement. This collective agreement may be considered as part of the Conciliation Board's report.

The Conciliation Board wishes to express its appreciation for the co-operation and the manner in which the representations were made.

All of which is respectfully submitted.

(SIGNED)
J. L. CHAPMAN, Chairman,
Conciliation Board.

(SIGNED)
D. J. ROSS, Member,
Conciliation Board.

(SIGNED)
W. ELLIOTT, Member,
Conciliation Board.

DATED at Edmonton, Alberta,

this 7th day of February, 1963.

February 14, 1963

Minister of Labour,
% Board of Industrial Relations,
Government of the Province of Alberta,
Terrace Building,
EDMONTON, Alberta.

Dear Sir -

Re - IN THE MATTER OF The Alberta Labour Act and a dispute between the Alberta Teachers' Association and Pincher Creek School Division No. 29, Pincher Creek, Alberta.

CONCILIATION BOARD'S AWARD

The Conciliation Board appointed to consider the above dispute met with the Representatives of the parties to the dispute and considered the representations made to the Board by the parties concerned.

During hearings conducted by the Board the issues in dispute were agreed upon to include two items, namely -

1. Salary Grid.
2. Sabbatical Leave.

As a result of several meetings, during which the members of the Board gave careful consideration to all relevant factors touching upon the items in dispute, the Board is pleased to announce the following unanimous recommendations and award, namely -

A. SALARY GRID

It is the recommendation of the Conciliation Board that the salary schedule and grid as contained in the 1961-62 Agreement between the parties be amended to provide the following schedule, namely -

	Years of Teacher Education					
	One	Two	Three	Four	Five	Six
Minimum	$3000.	$3500.	$4000.	$4700.	$5000.	$5300.
Maximum	$4600.	$5450.	$6250.	$7650.	$7950.	$8250.
Increments	1x300	2x300	3x300	6x300	6x300	6x300
	6x200	6x200	6x200	3x250	3x250	3x250
	1x100	1x150	1x150	2x200	2x200	2x200

The amended schedule or grid as above referred to is to be implemented effective as of September 1, A.D. 1962.

B. SABBATICAL LEAVE.

During the hearings before the Conciliation Board the Representatives of the School Board indicated that there was an existing motion of the School Board making allowance for Sabbatical Leave. Pursuant to the request of the Board the motion was made available for the Board's consideration, which said motion provided as follows -

"That the Board consider on its merits any application for Sabbatical Leave or any case of a teacher requiring more sick leave than they have previously accumulated."

The teachers, in the submission presented to the Conciliation Board, requested an addition to the present Agreement asking for a Sabbatical Leave provision which would entitle teachers to leave after 11 years of continuous service with the Board, the said leave to be available for reasons of study or health. The teachers requested further a demand for $2,000.00 salary for the year of absence with the restriction that a teacher on Sabbatical Leave would agree to return to the Board for a period of 2 years and would undertake not to take employment with another school board during the Sabbatical Leave.

The Board is of the opinion that the demands of the teachers in respect to Sabbatical Leave is to broad in its implications. The Board is further of the opinion that the motion of the School Board is not sufficiently comprehensive to provide either a direction to the Board or to the School Teachers as to the benefits or limitations of Sabbatical Leave. After due consideration this Conciliation Board recommends that the present agreement include a provision for Sabbatical Leave in accordance with the following conditions, namely -

1. The granting of Sabbatical Leave shall be for educational purposes and shall be granted in the Board's sole discretion.

2. That right to apply for Sabbatical Leave shall be available to every teacher after 11 years continuous service with the Board.

3. That a teacher to whom Sabbatical Leave is granted shall satisfy the Board as to the educational program proposed to be studied during the leave and shall further undertake to return to the Board for a period of 2 years after Sabbatical Leave has been completed.

4. That the Board will pay an annual allowance to a teacher on Sabbatical Leave in the amount of $1800.00.

The Members of the Board wish to express their appreciation to the Representatives of the Teachers and to the School Board for the extensive briefs and full cooperation extended to the Conciliation Board.

The Chairman of the Board wishes to express his appreciation and indebtedness to Mr. Turner and Mr. Sorensen, the nominees to the Board, for their fair and impartial assistance in bringing about this award.

All of which is respectfully submitted.

.....(SIGNED).....
A. O. Ackroyd Chairman

.....(SIGNED).....
H. G. Turner Member

.....(SIGNED).....
C. L. Sorensen Member

TO:

The Honourable Raymond Reierson,
Minister, Department of Labour,
Terrace Building, Legislative Grounds,
EDMONTON, Alberta.

Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the Robin-Nodwell Employees Association, Calgary, and Van-Wilson Limited, Calgary, Alberta.

The Conciliation Board appointed by Order-in-Council No. 149/63, dated January 29, 1963, held meetings with the representatives of the parties to the dispute and considered the representations made by both parties.

The Members of the Conciliation Board were:-

REVEREND DIVID REECE, Chairman

Mr. K. C. BARRASS, Member representing the Employer,

Mr. D. C. PROWSE, Member representing the Association.

Appearing before the Board were:-

For the Employer	For the Association
Mr. John Ballam,	Mr. Dan McDonald
Mr. J. W. Jolly,	Mr. J. McDougall
Mr. G. O'Shaughnessy	Mr. George Kaiser
Mr. Nelson Long	Mr. Peter Selenko
Mr. Peter Lougheed	

The issue in dispute which was referred to the Conciliation Board:

1. Wages.

The Conciliation Board was not able to find a mutual ground on which the parties could meet for settlement of the above matter, and therefore, the following Finding is submitted:-

The Members of the Conciliation Board submit a Majority Award with regard to the above matter, Wages, with Mr. Prowse dissenting.

It is recommended that a two-year contract be signed, effective from October 1, 1962 to September 30, 1964, with the following conditions:-

A three and one half percent (3½%) wage increase across the board in the first year, effective this date.

A three percent (3%) wage increase across the board in the second year.

It is the recommendation of the majority of the Board that there be no retroactivity.

It is also the recommendation of the majority of the Board that the Bonus be discontinued.

All of which is respectfully submitted at the City of Calgary, Alberta, this 4th day of February, 1963.

(SIGNED)
DAVID O. REECE,
Chairman

(SIGNED)
K. C. BARRASS,
Member

D. C. PROWSE,
Member

January 21, 1963

The Honourable R. Reierson,
Minister of Labour,
Government of the Province of Alberta,
Terrace Building,
Edmonton, Alberta.

Dear Sir:

IN THE MATTER OF The Alberta Labour Act and the Dispute between the Oil, Chemical and Atomic Workers International Union, Local 9-693 and Northwest Nitro-Chemicals Ltd., Medicine Hat, Alberta

We, the members of the Conciliation Board, so convened to enquire into and attempt to reach settlement of the matter in dispute report as follows:

After several formal and informal hearings with both parties in joint and separate discussions, the Board is pleased to inform the Honourable Minister that a settlement of this dispute has been effected. The basis for settlement is as set out in the Conciliation Officer's (Mr. J. R. Hutton) report dated September 7th, 1962, with one modification as follows:

> In Exhibit "B" of the Conciliator's report covering wages, Mr. Hutton recommended an increase of .07¢ per hour effective July 1, 1962 and .05¢ per hour effective July 1, 1963 for a two-year contract. The settlement with regard to wages has been effected on the basis of .07¢ per hour effective July 1, 1962, and .07¢ per hour effective July 1, 1963 for a two-year contract.

We, the Board, would inform the Honourable Minister that we received full co-operation from both parties in achieving a settlement of the dispute.

(SIGNED)
K. C. Barrass - Chairman

(SIGNED)
J. Hampson - Member

(SIGNED)
A. Ackroyd - Member

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

IN THE MATTER OF The Alberta Labour Act and disputes between the United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge and Kenwood Engineering Construction Limited, Cooper Construction Co., Bird Construction Co., Ltd., Southern Alberta Construction Ltd., Richard Osterberg, Balbi Construction, and Oland Construction (1959) Ltd., all of Lethbridge, Alberta.

The Conciliation Board established by Order-in-Council No. O.C. 73-63 met on February 12th and 13th, 1963, with representatives of the parties to the dispute and discovered that many more issues were outstanding than the four points named in your instructions.

However, we are pleased to report that during the course of the Conciliation Board hearings nearly all clauses in the former agreement were dealt with - clause by clause - and the parties involved have of themselves been able to resolve all differences and have completed a collective agreement.

The Conciliation Board wishes to express its appreciation for the co-operation and the manner in which the representations were made.

All of which is respectfully submitted.

(SIGNED)
Sven Ericksen,
Chairman.

(SIGNED)
E. W. Smith,
Member.

(SIGNED)
G. Alexander,
Member.

Dated at Lethbridge, Alberta,
this 21st day of February, 1963.

TO:

The Honourable Raymond Reierson,
Minister, Department of Labour,
Terrace Building, Legislative Grounds,
EDMONTON, Alberta.

Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Union of Operating Engineers, Local 955, and Gallelli Sand & Gravel Co. Ltd., Calgary, Alberta.

The Conciliation Board appointed by Order-in-Council No. 128/63, dated January 22, 1963, held meetings with the representatives of the parties to the dispute and considered the representations made by both parties.

The Members of the Conciliation Board were:-

MR. K. C. BARRASS - - - Chairman;

MR. E. H. STARK - - - Member representing the Union;

MR. P. M. MAHONEY - - - Member representing the Company.

Appearing before the Board were:-

For the Employer	For the Union
Mr. Wm. Gallelli	Mr. J. McCambley
Mr. D. McDonald	

The issues in dispute which were referred to the Conciliation Board:

1. Union Security;

2. Wages;

3. Duration of Contract.

The Conciliation Board was unable to find a mutual ground for settlement between the parties, and therefore, are submitting the following Unanimous Finding:-

1. UNION SECURITY

Rand Formula to apply for present employees. In the case of new employees after five (5) days of employment, subject to regular monthly check-off of dues.

2. WAGES

Wage increases as follows:-

CLASSIFICATION	Present Rate	Rate Effective March 1, 1963	Rate Effective September 1, 1963
Dragline Operator	$1.85 per hr.	$2.05 per hr.	$2.15 per hr.
Hydraulic Backhoe Operator	1.75 per hr.	1.90 per hr.	2.00 per hr.
Grader, Dozer, Scraper & Front End Loader Operator	1.85 per hr.	2.00 per hr.	2.10 per hr.
Plant Helper	1.75 per hr.	1.90 per hr.	1.90 per hr.
Service Truck Driver	1.65 per hr.	1.75 per hr.	1.80 per hr.
Plant Operator	1.75 per hr.	1.90 per hr.	2.00 per hr.

3. DURATION OF CONTRACT

One (1) year contract, effective March 1, 1963 to February 29, 1964.

All of which is respectfull submitted at the City of Calgary, Alberta, this 22nd day of February, 1963.

(SIGNED)
K. C. BARRASS, Chairman

(SIGNED)
E. H. STARK, Member

(SIGNED)
P. M. MAHONEY, Member

IN THE MATTER OF The Alberta Labour Act and a dispute between The Alberta Teachers' Association and The Board of the Taber School Division No. 6, Taber, Alberta.

TO:

The Honourable the Minister of Labour,
Edmonton, Alberta.

The conciliation board appointed pursuant to Order-in-Council 1925/62 hereby makes its award with respect to the several items of the above dispute as follows:

(a) The Salary Schedule

In the opinion of the conciliation board, the salary schedule contained in Section 3.1 of the collective agreement in question ought to be amended to read as follows:

Years of Teaching Experience	Years of Teacher Education					
	One	Two	Three	Four	Five	Six
0	$ 3,000	$ 3,500	$ 4,050	$ 4,800	$ 5,100	$ 5,400
1	3,300	3,800	4,350	5,100	5,400	5,700
2	3,600	4,100	4,650	5,400	5,700	6,000
3	3,900	4,400	4,950	5,700	6,000	6,300
4	4,125	4,625	5,175	5,980	6,280	6,580
5	4,350	4,850	5,400	6,260	6,560	6,860
6	4,450	5,025	5,600	6,540	6,840	7,140
7	4,550	5,200	5,800	6,820	7,120	7,420
8	4,650	5,300	6,000	7,100	7,400	7,700
9		5,400	6,125	7,380	7,680	7,980
10			6,250	7,600	7,900	8,200

The salary schedule as amended shall be retroactive to September 1st, 1962.

(b) Administration Allowances

In the opinion of the conciliation board, the maximum mentioned in Section 4.1.1 ought to be increased from $1,625 to $1,725, and the maximum mentioned in Section 4.1.2 ought to be increased from $812.50 to $862.50.

(c) Evaluation of Teacher Education

In the opinion of the conciliation board, Section 6.1 ought to be struck out and the following substituted:

"6.1 Commencing with the 1963 December term all evaluations of full or part year of teacher training shall be made by the Alberta Evaluation Committee. This clause shall not apply to any teacher who is in the employment of the Board prior to July 1st, 1963."

(d) Sabbatical Leave

In the opinion of the conciliation board, Sections 8.0 and 8.01 to 8.05 inclusive ought to be amended to read as follows:

"8.0 After eleven years unbroken service with the Board, a teacher shall be entitled, subject to the conditions below, to leave of absence for one school year for reasons of study, or, at the Board's sole discretion, for other reasons. At the time such leave is granted, the teacher may be required to agree to return to the Board for a period of two years.

"8.01 A teacher on such leave of absence shall receive an annual salary of $2,000. This salary shall become payable at the beginning of the June term of the school year in which the leave is taken, and shall be paid in any manner specified by the teacher.

"8.02 A teacher who takes a sabbatical leave of absence shall retain his seniority and position.

"8.03 A teacher shall not engage in any remunerative employment during the school year in which sabbatical leave is taken, except during the months of July and August.

"8.04 Written application for a sabbatical leave of absence must be made by a teacher before April 1st prior to the school year for which such sabbatical leave is requested.

"8.05 If application is made, the Board shall grant one sabbatical leave per year, and may in its discretion grant more than one. Preference shall be given to seniority of service.

(e) Experience Increments for Letters of Authority and Interim Teaching Certificates

In the opinion of the conciliation board, two new sections ought to be added after Section 6.5 as follows:

"6.6 Commencing with the 1963 December term the number of experience increments received by any teacher on a letter of authority shall be limited to three, provided that any teacher in the employment of the Board prior to July 1st, 1963, shall be entitled to such higher number of experience increments as such teacher may have received prior to the said date.

"6.7 Commencing with the 1963 December term the number of experience increments received by any teacher on an interim teaching certificate shall be limited to five, provided that any teacher in the employment of the Board prior to July 1st, 1963, shall be entitled to such higher number of experience increments as such teacher may have received prior to the said date."

(f) Principals' Teaching Time

The conciliation board feels that Section 4.3 requires amendment to provide greater flexibility, and recommends that every effort be made by the parties to negotiate a satisfactory alternative in the future.

For present purposes, it is the opinion of the conciliation board that the words "at least 20%" where they appear in the said section ought to be changed to "up to 25%."

(g) War Service

In the opinion of the conciliation board, Section 5.1 ought to be struck out, provided that any teacher presently in the employment of the Board who is receiving experience increments in respect of war service shall continue to receive such increments.

(h) Duration and Alternation of Agreement

In the opinion of the conciliation board, Section 2.0 ought to be amended to read as follows:

"2.0 Except where otherwise specified, this agreement shall take effect on September 1st, 1962, and shall remain in full force and effect until August 31st, 1963, and thereafter subject to variation by mutual agreement or under the provisions of The Alberta Labour Act."

Section 9.3 ought to be re-numbered as Section 2.1 and amended to read as follows:

"2.1 If this agreement is continued in force by mutual consent after August 31st, 1963, and either party thereafter seeks any amendment or cancellation of, or addition to, any of its terms, the party seeking such amendment, cancellation or addition shall, prior to January 15th in any year, give written notice to the other party giving full particulars of the amendment, cancellation or addition required."

With reference to any desired revision of the agreement of which notice should have been given (under the former Section 9.3) prior to January 15th, 1963, and was not so given, the conciliation board is of the opinion that the time for giving such notice ought to be extended until May 1st, 1963.

Respectfully submitted this 20th day of February, 1963.

(SIGNED)
Crawford Ferguson, Chairman

(SIGNED)
Harry G. Turner, Member

(SIGNED)
Lawrence A. Sagert, Member

March 1st, 1963.

The Honourable R. Reierson,
Minister of Labour,
Terrace Building,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Association of Bridge, Structural and Ornamental Ironworkers, Shopmen's Local Union No. 776, Edmonton, and Tru-Cast Step Co. Ltd., Edmonton, and Fenrich Prestressed Concrete Co. Ltd., Edmonton, Alberta.

Your Conciliation Board was notified by the Board of Industrial Relations under date January 4th, 1963, of its appointment as a Conciliation Board to make recommendations with regard to the above dispute.

The Board met with representatives of the Union and Employer and made a full enquiry into the facts surrounding the dispute. The Board also had several meetings by itself at which time it received substantial help from the Secretary appointed to the Board. All Board members were most anxious to resolve the difference between the parties without the necessity of bringing about an Award, but it now appears clear to the Board that there is little likelihood that such efforts will prove successful. The Board, therefore, makes the following unanimous award:

1. UNION SECURITY

All employees who are on the date of this Award members of the Union, or who subsequently become members of the Union shall as a condition of employment maintain their membership in good standing. Union dues shall be governed by Section 101 of The Alberta Labour Act.

2. RATE OF PAY AND WORK ASSIGNMENTS

The rate of pay for a new classification to be established, namely, welders, shall be $2.00 per hour. All other minimum rates of pay shall be increased 5¢ over those rates set out under the Agreement dated the 24th day of April, 1961, between Fenrich Unit Step Co. Ltd., and Local No. 776. All work assignments shall be set out in Section 10 of the said Agreement.

3. VACATIONS

Vacations shall be in accordance with the Board of Industrial Relations Order No. 5 (1961) governing vacations with pay.

Except as specifically altered by the above award, all other terms and conditions of employment to be as set out in the said collective agreement dated the 24th day of April, A.D. 1961. The terms of the Award or new agreement reached in accordance with this Award to be for 14 months, effective March 1st, 1963, until April 30th, 1964.

The foregoing Award is approved unanimously by all Board Members this 1st day of March, A.D. 1963.

(Signed)
V. JOHNSON, Chairman.

(Signed)
E. BEATTY, Member.

(Signed)
I. C. NESSEL, Member.

March 29, 1963.

The Honourable R. Reierson,
Minister of Labour,
Terrace Building,
Legislative Building Grounds,
Edmonton, Alberta.

Dear Sir:

AWARD

IN THE MATTER OF The Alberta Labour Act and a dispute between The Calgary Printing Trades Union Local No. 1, Calgary and The Calgary Herald

AND IN THE MATTER OF Clause 2 (a) of an Agreement between The Calgary Herald (A Division of The Southam Co. Ltd.) and Calgary Printing Trades Union Local No. 1

AND IN THE MATTER OF Section 93 (12) of The Alberta Labour Act.

The Conciliation Board appointed by Order-in-Council No. 354/63 dated the 4th day of March A.D. 1963, met with the representatives of the parties to the dispute and considered the representations made by the said parties.

The members of the Conciliation Board were:

Mr. J. R. Smith, Chairman
Mr. M. E. Shannon representing the Calgary Printing Trades Union Local No. 1
Mr. A. O. Ackroyd member representing The Calgary Herald.

The issues referred to the Conciliation Board were:

1. Clause 37 - Machine Learners

2. Clause 47 - Scale of Prices

The chairman and members of the board completed the necessary Oath of Office.

In view of the provisions of Clause 2 (a) of the collective bargaining agreement herein the parties to the dispute agreed that the recommendations of the board relating to wages and hourly wage rates would be final and binding upon the parties and, by specific agreement the parties agreed that the decision of the board on the issue of the term of the contract would be final and binding.

The parties expressed the view that, while they would be interested in having the board's opinion on the issue of Clause 37, of the collective agreement, they were not prepared to have the board's decision in this respect final and binding.

Both parties to the dispute acknowledged that the board might not be able to reach a conclusion within the time specified under the provisions of the Alberta Labour Act and, accordingly, each party executed an authorization for a further ten day extension of the time within which the decision of the board must be handed down.

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Having heard the submissions of both parties and having carefully assessed the evidence and material provided and acquired the board awards as follows:

1. By agreement of the parties to the dispute the term of the contract shall be two years from January 1, 1963 to December 31, 1964.

2. A 7¢ per hour increase effective January 1, 1963 and extending until December 31, 1963. A further increase of 6¢ per hour commencing January 1, 1964 and extending to December 31, 1964.

3. While the chairman felt that Clause 37 of the collective agreement was meaningless and of no assurance to the union, and should be deleted, the majority of the board held that the clause should remain in the agreement.

The board would like to express its appreciation for the assistance and co-operation of the parties representing the disputants herein.

All of which is respectfully submitted.

(SINGED)
J. R. Smith, Chairman

(SIGNED)
M. E. Shannon, Member

(SIGNED)
A. O. Ackroyd, Member

Minority Report

As a minority report, I would recommend a wage increase of 11¢ per hour in 1963 and 11¢ per hour in 1964.

(SIGNED)
M. E. Shannon, Member

THE ALBERTA LABOUR ACT

CONCILIATION BOARD AWARDS

AWARD ACCEPTED

(NO VOTE)

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THE ALBERTA LABOUR ACT

CONCILIATION BOARD AWARDS

JANUARY 1st, 1963 to MARCH 31st, 1963.

AWARD ACCEPTED (NO VOTE)

	UNION	COMPANY
1.	Alberta Teachers' Association, Lethbridge, Alberta.	Lethbridge School Division No. 7, Lethbridge, Alberta.
2.	Alberta Teachers' Association, Pincher Creek, Alberta.	Pincher Creek School Division No. 29, Pincher Creek, Alberta.
3.	Alberta Teachers' Association, Taber, Alberta.	Taber School Division No. 6, Taber, Alberta.

THE ALBERTA LABOUR ACT

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CONCILIATION BOARD AWARD

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THE ALBERTA LABOUR ACT

V O T E S

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CONCILIATION BOARD AWARDS

JANUARY 1st, 1963 to MARCH 31st, 1963.

	UNION	COMPANY	RESULT
1.	Sheet Metal Workers' International Association, Local Union No. 271, Edmonton, Alberta.	Twin Star Auto Body Ltd., Edmonton, Alberta.	Employees Accepted Employer Rejected
2.	Sheet Metal Workers' International Association Local Union No. 271, Edmonton, Alberta.	Henry's Auto Body, Edmonton, Alberta.	Employees Accepted Employer Rejected
3.	Sheet Metal Workers International Association Local Union No. 271, Edmonton, Alberta.	Quality Body Shop, Edmonton, Alberta.	Employees Rejected Employer Rejected
4.	Sheet Metal Workers' International Association Local Union No. 271, Edmonton, Alberta.	Provincial Auto Body Ltd., Edmonton, Alberta.	Employees Accepted Employer Rejected
5.	Sheet Metal Workers' International Association Local Union No. 271, Edmonton, Alberta.	Capital Auto Body Ltd., Edmonton, Alberta.	Employees Accepted Employer Rejected
6.	Sheet Metal Workers' International Association Local Union No. 271, Edmonton, Alberta.	C & C Auto Body Ltd., Edmonton, Alberta.	Employees Rejected Employer Rejected
7.	Sheet Metal Workers' International Association Local Union No. 271, Edmonton, Alberta.	Crescent Motor Company Ltd., Edmonton, Alberta.	Employees Rejected Employer Rejected
8.	Sheet Metal Workers' International Association, Local Union No. 271, Edmonton, Alberta.	Green's Body Shop, Edmonton, Alberta.	Employees Rejected Employer Rejected

9.	Sheet Metal Workers' International Association, Local Union No. 271, Edmonton, Alberta.	Aurora Auto Body Co. Ltd., Edmonton, Alberta.	Employees Rejected Employer Rejected
10.	International Woodworkers of America, Local 1-207, Edmonton, Alberta.	Imperial Lumber Company Limited, Barrhead, Alberta.	Employees Accepted Employer Accepted
11.	International Woodworkers of America, Local 1-207, Edmonton, Alberta.	Imperial Lumber Company Limited, Kinuso, Alberta.	Employees Accepted Employer Accepted
12.	International Molders and Allied Workers Union, Local 360, Calgary, Alberta.	Parkhill Bedding & Furniture Ltd., Calgary, Alberta.	Employees Accepted Employer Accepted
13.	Driver Salesmen, Plant, Warehouse and Cannery Employees Local Union No. 987, Calgary, Alberta.	Standard Rebuilt Products, Calgary, Alberta.	Employees Accepted Employer Rejected
14.	Wood Preservers and Woodworkers Local 2568, United Brotherhood of Carpenters & Joiners of America, Edmonton, Alberta.	Canada Creosoting Company Limited, Edmonton, Alberta.	Employees Rejected Employer Accepted
15.	Creosote and Miscellaneous Employees Local Union No. 658, Calgary, Alberta.	Canada Creosoting Company Limited, Calgary, Alberta.	Employees Rejected Employer Accepted
16.	Robin-Nodwell Employees Association Calgary, Alberta.	Van-Wilson Limited, Calgary, Alberta.	Cancelled
17.	International Union of Operating Engineers, Local 955, Calgary, Alberta.	Gallelli Sand & Gravel Company Limited, Calgary, Alberta.	Employees Rejected Employer Rejected
18,	International Association of Bridge, Structural and Ornamental Ironworkers, Shopmen's Local Union No. 776, Edmonton, Alberta.	Fenrich Prestressed Concrete Co. Ltd., Edmonton, Alberta.	Employees Rejected Employer Rejected

THE ALBERTA LABOUR ACT

V O T E S

REVOCATION OF CERTIFICATION

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THE ALBERTA LABOUR ACT

V O T E S

REVOCATION OF CERTIFICATION

JANUARY 1st, 1963 to MARCH 31st, 1963.

	UNION	COMPANY	RESULT
1.	Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local 987, Calgary, Alberta.	Plunkett and Savage Branch, Dominion Fruit Limited, Calgary, Alberta.	Voted for
2.	Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local 987, Calgary, Alberta.	Standard Rebuilt Products, Calgary, Alberta.	Voted for

THE ALBERTA LABOUR ACT

CONCILIATION BOARD SETTLEMENTS

NO AWARD

THE ALBERTA LABOUR ACT

CONCILIATION BOARD SETTLEMENTS

NO AWARD

JANUARY 1st, 1963 to MARCH 31st, 1963.

	UNION	COMPANY
1.	Oil, Chemical and Atomic Workers International Union Local 9-693, Medicine Hat, Alberta.	Northwest Nitro Chemicals Ltd., Medicine Hat, Alberta.
2.	International Woodworkers of America, Local 1-207, Edmonton, Alberta.	Zeidler Plywood Corporation Ltd., Edmonton, Alberta.
3.	United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge, Alberta.	Kenwood Engineering Construction Limited; Cooper Construction Co; Bird Construction Co. Ltd.; Southern Alberta Construction Ltd.; Richard Osterberg, Balbi Construction and Oland Construction (1959) Ltd., all of Lethbridge, Alberta.

THE ALBERTA LABOUR ACT

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BARGAINING AGENT

JANUARY 1st, 1963 to MARCH 31st, 1963.

	UNION	COMPANY	RESULT
1.	International Woodworkers of America, Local 1-207, Edmonton, Alberta.	North Canadian Forest Industries (Northern Plywoods Division), Grande Prairie, Alberta.	Voted for
2.	Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton, Alberta.	Caravan Motor Hotel (Edmonton) Ltd., Edmonton, Alberta.	Voted against

THE ALBERTA LABOUR ACT

TRANSFERS OF JURISDICTION

I S S U E D

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THE ALBERTA LABOUR ACT

CERTIFICATES AMENDED UNDER REGULATION NO. 1

JANUARY 1st, 1963 to MARCH 31st, 1963.

I S S U E D

1. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta and Union Milk Company Limited, Red Deer, Alberta.

FROM:	International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America, Local 987, Calgary, Alberta.
TO:	Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta.
UNIT:	"All Employees of the Creamery, excluding those Employees in Supervisory positions with the right to hire, discharge and change the status of Employees, office staff and Employees in the Engineering Department."

2. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta and Central Alberta Dairy Pool (City Dairy), Lethbridge, Alberta.

FROM:	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local No. 987, Calgary, Alberta.
TO:	Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta.
UNIT:	"All Employees excluding those Employees in supervisory positions with the right to hire, discharge and change the status of Employees, office staff and Employees in the Engineering Department."

3. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta and Central Alberta Dairy Pool (Alpha-Jersey Dairy), Red Deer, Alberta.

FROM:	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local Union 987, Calgary, Alberta.
TO:	Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta.
UNIT:	"All employees with the exception of those who have the right to hire, fire or change the status of employees and office staff."

4. United Packinghouse, Food and Allied Workers, Local 799, Lethbridge, Alberta and The Purity Dairy Limited, Lethbridge, Alberta.

FROM:	United Packinghouse, Food and Allied Workers, Local 661, Lethbridge, Alberta.
TO:	United Packinghouse, Food and Allied Workers, Local 799, Lethbridge, Alberta.
UNIT:	"All employees with the Purity Dairy Limited (except those in a supervisory and confidential capacity and with the right to hire and fire and all office staff)."